# TOWN OF ARLINGTON MASSACHUSETTS PURCHASING DEPARTMENT

## BID #13-17

### CONCRETE/DPW

Sealed bids pursuant to the Uniform Procurement Act., Ch. 30B are invited and will be received by the Town Manager's Office/Purchasing Dept., 730 Massachusetts Avenue, Arlington, Massachusetts until 10:00 AM, Monday, July 1, 2013 at which time and place they will be publicly opened and read. Any bids received after this time will not be accepted. Bid will be awarded as soon as possible.

Specifications and Proposal Forms may be obtained at the Office of the Town Manager/Purchasing Department at the above mentioned address on <u>June 20, 2013</u>, Monday-Wednesday from 8:00 A.M. to 4:00 P.M., Thursdays from 8:00 A.M. to 7:00 P.M., and Fridays from 8:00 A.M. to Noon. Bid Documents are available on the Town Website, <u>www.arlingtonma.gov/purchasing</u>. All Bids must be submitted on form provided and in sealed envelope plainly marked: <u>BID #13-17</u>: <u>CONCRETE/DPW</u>, <u>July 1, 2013 @ 10:00 A.M.</u>.

Attention is called to the minimum rates of wages to be paid on the work as determined by the Commissioner of Labor and Industries under the provisions of Sections 26 and 27. Chapter 149 of the General Laws.

For further information regarding this bid please contact Domenic R. Lanzillotti, Purchasing Officer at (781) 316-3003.

The Town Manager reserves the right to cancel any Invitation for Bids, to reject in whole or in part any and all bids, when it is deemed in the best interest of the Town to do so.

TOWN OF ARLINGTON

ADAM W. CHAPDELAINE Town Manager

June 20, 2013

#### BID #13-17 CONCRETE/DPW

## BID OPENING: MONDAY, JULY 1, 2013 @ 10:00 A.M.

All work to be performed under this contract shall be in accordance with the following specifications and under the following conditions:

- 1. The Town of Arlington, acting through its awarding authority, reserves the right to accept or reject any and/or all bids or portions thereof, and to waive any informalities in bidding, and/or to make the award as appears in the best interest of the Town of Arlington.
- 2. The bid will be awarded to the lowest qualified and responsible bidder.
- 3. Payment will be made monthly, unless otherwise specified.
- 4. Normal Hours of work: Work hours shall be between the hours of 7:00 A.M. and 2:00 P.M. Monday through Friday, unless otherwise specified. The successful Contractor shall not work on Saturdays, Sundays, Holidays or other hours, without express authority from the Director of Public Works.
- 5. The successful bidder must provide proof of all licenses, where applicable.
- Insurance The successful bidder shall be required to file an Insurance Certificate
  with the Department of Public Works with policy limits as specified in the
  attached Insurance Requirements.
- 7. The Contractor's equipment must be covered by all types of insurance necessary for the protection of the Town of Arlington while performing service for the Town. This is to include \$100,000.00 to \$300,000.00 Bodily Injury Coverage and \$50,000.00 Property Damage Coverage. Successful bidders will be required to submit Insurance Certificates showing coverage and indemnifying the Town of Arlington while in the employ of the Town. All of the equipment must be specifically listed on said certificate.
- 8. All equipment must comply with the requirements of the Department of Public Safety and the Registry of Motor Vehicles relative to safe operation of vehicles.
- 9. Minimum wage rates as established by the Commissioner of Labor and Industries in accordance with Sections 26 and 27D and 27F of Chapter 149 of the General Laws must be strictly adhered to. Wage rates are attached and made a part of these specifications.
- 10. The Contractor shall observe and comply with and cause all his agents and employees to observe and comply with all existing and future State and National laws and Town Bylaws and regulations in any manner affecting those engaged or

employed in the performance of this contract and shall protect and indemnify the Town, the Town Manager and all of its officers, agents, and employees against any claim of liability arising from or based on the violation of any such law, bylaw, or regulation.

- 11. The Contractor shall take all precautions for preventing injury to persons or property in connection with this contract and the performance thereof, and shall indemnify and save harmless the Town and the Town Manager and its officers and agents from all claims relating to injuries to any person, corporation, or property received or sustained by or from the contractor or its employees in carrying out the terms of this contract or in consequence of any improper implements of the contractor or its employees herein.
- 12. This Contract includes estimated quantities that may or may not be purchased during Fiscal Year.
- 13. This Contract may be terminated, with fifteen (15) days notice, for unsatisfactory performance and/or availability of funds. The contractor will hold the Town harmless from all damages as a result of funding restraints.
- 14. All work and/or supplies must meet the approval of the Director of Public Works or his designee.
- 15. No bid may be withdrawn within thirty (30) days, Saturdays, Sundays, and legal holidays excluded, after the opening of bids.
- 16. All bid prices shall be held firm for one year from the date of contract award.
- 17. The Town of Arlington acting through its awarding authority, reserves the right to extend this contract for up to two additional one (1) year periods to provide the services and/or materials at the unit prices bid, as appears in the best interest of the Town of Arlington.
- 18. All envelopes must be clearly marked indicating:

Contract Name and number Date of Opening Name of Bidder

19. Bids must be submitted on the required proposal form, and delivered to:

Purchasing Department Town Hall Annex 730 Massachusetts Avenue Arlington, MA 02476

#### PROPOSAL SHEET

**BID OPENING:** 

MONDAY July 1, 2013 Bid #13-17, 10:00 A.M.

Adam W. Chapdelaine Town Manager 730 Massachusetts Avenue Arlington, MA 02476

We, the undersigned, herewith agree to furnish, in accordance with Invitation for Bid and Specifications provided us the following supply and service for a period from Date of Contract through June 30, 2014. Option to renew for a second and third year at the sole discretion of the Town of Arlington.

# AWARD TO BE MADE BY LINE ITEM BY.

ITEM	EST. QUANTITY	UNIT PRICE	TOTAL PRICE
1. Concrete, 3,000 PSI Pick-Up only Plant must be within 10	500 cu. Yds. 0 mile radius of Arli	\$/cu. Yd.	\$
2. Concrete, 3,000 PSI Delivered to site	500 cu. Yds.	\$/cu. Yd.	<b>\$</b>
COMPANY ———			
ADDRESS			
PHONE#			

Contract can be extended for a second and third year at the sole discretion of the Town of Arlington.

# YEAR 2

ITEM	EST. QUANTITY	UNIT PRICE	TOTAL PRICE
I. Concrete, 3,000 PSI Pick-Up only	500 cu. Yds.	\$/cu. Yd.	\$
Plant must be within I	0 mile radius of Arli	ington	
2. Concrete, 3,000 PSI Delivered to site	500 cu. Yds.	\$/cu. Yd.	\$
YEAR 3			
ITEM	EST. QUANTITY	UNIT PRICE	TOTAL PRICE
1. Concrete, 3,000 PSI Pick-Up only Plant must be within 1		\$/cu. Yd.	\$
2. Concrete, 3,000 PSI Delivered to site	500 cu. Yds.	\$/cu. Yd.	<b>s</b>

#### CERTIFICATE OF NON-COLLUSION

The undersigned certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club or other organization, entity, or group of individuals.

(SIGNATURE OF INDIVIDUAL SU	BMITTING BID OR PROPOSAL)
(NAME OF INDIVIDUAL SUBMIT)	ING BID OR PROPOSAL)
NAME OF BUSINESS	
DATE	
Pursuant to M.G.L. Chapter 62C, Section	ion 49A, I certify under the penalties of perjury
that I have complied with all laws of the	ne commonwealth relating to taxes, reporting of
employees and contractors, and withho	olding and remitting child support.
Social Security Number or	Signature of Individual or Responsible
Federal Identification Number	Corporate Officer and Title

NON-COLLUSION FORMS

MUST BE SIGNED AND SUBMITTED WITH BID

To: dlanzillotti@town.ariington.ma.us

Date: 06/14/2013 06:59 PM

Subject: Prevailing wage schedule for Wage Request number :20130614-029

To view and print Weekly Payroll & Compliance Forms Click on <a href="https://www.mass.gov/dols/pw">www.mass.gov/dols/pw</a>

PLEASE NOTE: The attached Prevailing Wage Schedule is valid for 90 days. An Awarding Authority should re-request an up to date Prevailing Wage Schedule if it has NOT opened bids or selected a contractor within 90 days of the issuance date of the attached prevailing wage schedule.

\* NEW - Effective 3/18/10, prevailing wage schedules will include apprentice wages (expressed as a dollar figure) including the required benefits pursuant to the prevailing wage law. Apprentice wages shall be no less than the published amounts. Contractors that provide health and welfare, pension or supplemental unemployment benefits to apprentices, may deduct the amount of those benefit contributions from the published wages. For further details please see DOS Opinion Letter PW 2010-03-03.16.10(Dated March 18,2010) at www.mass.gov/dols.

\*For MULTI-YEAR projects bid on or after 8/8/08, Awarding Authorities must request an Annual Update to this Prevailing Wage Schedule each year for the duration of the project, no later than two weeks before the anniversary date of the execution of the general contract. Annual updates are not required for projects that last LESS THAN ONE YEAR.

\*For CM AT RISK projects (bid pursuant to GL c.149A), Awarding Authorities should request a Prevailing Wage Schedule NOT sooner than 90 days before the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid opening date for the FIRST "fast-track" Trade Contractor scope of work (e.g., site work, etc.). For MULTI-YEAR CM AT RISK projects bid on or after 8/8/08, Awarding Authorities also must request an Annual Update to this prevailing wage schedule each year for the duration of the project.

Request Prevailing Wage Rates online at: www.mass.gov/dols.

THIS IS A SYSTEM-GENERATED EMAIL. PLEASE DO NOT REPLY TO THIS EMAIL. TO CONTACT DLS REGARDING PREVAILING WAGE MATTERS CALL 617.626.6953

#### APPROVAL/DENIAL COMMENTS

This e-mail message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged

information. Any unauthorized review, use, disclosure, or distribution is strictly prohibited and may be the subject of legal action. If you are not the intended recipient, please contact the sender by reply e-mail and destroy all copies of the original message. Thank you.

#### **Attachments:**

File: 20130614-029.pdf Size: 157k Content Type: application/pdf



# THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT DEPARTMENT OF LABOR STANDARDS

#### **Prevailing Wage Rates**

As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H

JOANNE F. GOLDSTEIN
Secretary
HEATHER E. ROWE
Director

Awarding Authority:

Town of Arlington

Contract Number:

13-17

City/Town:

ARLINGTON

Description of Work:

Furnish Concrete Application as required for a contract period of one (1) year.

Job Location:

Various

#### Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- Awarding authorities must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project. The wage schedule must be posted in a conspicuous place at the work site during the life of the project in accordance with M.G.L. c. 149, § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project regardless of whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Training (DAT). Apprentices must keep his/her apprentice identification card on his/her person during all work hours on the project. If an apprentice rate is listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, the apprentice may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, the apprentice must be paid the journeyworker's rate for the trade.
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports directly to the awarding authority and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Issue Date: 06/14/2013 Wage Request Number: 20130614-029

Classification Construction	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT teamsters joint council no. 10 zone a	12/01/2012	\$31.55	\$8.91	\$8.00	\$0.00	\$48.46
(3 AXLE) DRIVER - EQUIPMENT teamsters joint council no. 10 zone a	12/01/2012	\$31.62	\$8.91	\$8.00	\$0.00	\$48.53
(4 & 5 AXLE) DRIVER - EQUIPMENT teamsters joint council no. 10 zone a	12/01/2012	\$31.74	\$8.91	\$8.00	\$0,00	\$48.65
ADS/SUBMERSIBLE PILOT	08/01/2012	\$82.32	\$9.80	\$17.67	\$0.00	\$109.79
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2013	\$85.47	\$9.80	\$17.67	\$0.00	\$112.94
	08/01/2014	\$88.62	\$9.80	\$17.67	\$0.00	\$116.09
	08/01/2015	\$91.77	\$9.80	\$17.67	\$0.00	\$119.24
AIR TRACK OPERATOR	06/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
LABORERS - ZONE 1	12/01/2013	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	06/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	12/01/2014	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	06/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56,35
	12/01/2015	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	06/01/2016	\$38.30	\$7.10	\$12.45	\$0.00	\$57.85
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$39.30	\$7.10	\$12.45	\$0.00	\$58.85
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	06/01/2013	\$29.88	<b>\$10</b> .40	\$5.95	\$0.00	\$46.23
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2013	\$30.68	\$10.40	\$5.95	\$0.00	\$47.03
	06/01/2014	\$31.58	\$10.40	\$5.95	\$0.00	\$47.93
	12/01/2014	\$32.48	\$10.40	\$5.95	\$0.00	\$48.83
	06/01/2015	\$33.43	\$10.40	\$5.95	\$0.00	\$49.78
	12/01/2015	\$34.38	\$10.40	<b>\$5</b> .95	\$0.00	\$50.73
ASPHALT RAKER	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
LABORERS - ZONE I	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice-LABORER"		•	• • • • • • • • • • • • • • • • • • • •			4+ -1
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
OPERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
BACKHOE/FRONT-END LOADER	06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
OPERATING ENGINEERS LOCAL 4	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Issue Date: 06/14/2013 Wage Request Number: 20130614-029 Page 2 of 34

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER	06/01/2013	\$33.30	<b>\$7</b> .10	\$12.45	\$0.00	\$52,85
LABORERS - ZONE I	12/01/2013	\$34.05	<b>\$7</b> .10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	<b>\$7</b> .10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	<b>\$7</b> .10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	<b>\$</b> 7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	<b>\$</b> 7.10	\$12.45	\$0.00	\$57.35
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.80	<b>\$7</b> .10	\$12.45	\$0.00	\$58.35
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53,35
LABORERS - ZONE I	12/01/2013	\$34.55	<b>\$7.</b> 10	\$12,45	\$0.00	\$54.10
	06/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	12/01/2014	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	06/01/2015	\$36.80	<b>\$7.</b> 10	\$12.45	\$0.00	\$56,35
	12/01/2015	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	06/01/2016	\$38.30	\$7.10	\$12,45	\$0.00	\$57.85
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$39.30	\$7.10	\$12.45	\$0.00	\$58,85
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

	Effecti Step	ve Date - 01/01/20 percent	10 Apprentice	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	65	\$	24.51	\$6.97	\$11,18	\$0.00	\$42.66	
	2	65	\$	24.51	\$6.97	\$11.18	\$0.00	\$42.66	
	3	70	\$	26.39	\$6.97	\$11.18	\$0.00	\$44.54	
	4	75	\$	28.28	\$6.97	\$11.18	\$0.00	\$46.43	
	5	80	\$	30.16	\$6.97	\$11.18	\$0.00	\$48.31	
	6	85	\$	32.05	\$6.97	\$11.18	\$0.00	\$50.20	
	7	90	\$	33.93	\$6.97	\$11.18	\$0.00	\$52.08	
	8	95	\$	35.82	\$6.97	\$11.18	\$0.00	\$53.97	
1	Notes:	A MINISTER AND	and viscousies salithus discousies associates and their state of	come tocome seminer .	acecomic technologic administrative	manches annual products .	······································	erme manne manne manne	
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.i	Appre	ntice to Journeywor	ker Ratio:1:5	and comple species of	galyan, nanggang ayonganya .	merce mente masser e	oncount nationals. Servicing 4853	TOTAL STATEMENT STATEMENT STATEMENT	
		ICIAL MASONRY	INCL. MASONRY	02/01/2013	\$47.41	\$10.18	\$17.83	\$0.00	\$75.42
TERPROOFI KLAYERS LOCA	_	STON)		08/01/2013	\$48.31	\$10.18	\$17.90	\$0.00	\$76.39
	·	,		02/01/2014	\$48.87	\$10.18	\$17.90	\$0.00	\$76.95
				08/01/2014	\$49.77	\$10.18	\$17.97	\$0.00	\$77.92
				02/01/2015	\$50,33	\$10.18	\$17.97	\$0.00	\$78.48
				08/01/2015	\$51.23	\$10.18	\$18.04	\$0.00	\$79.45
				02/01/2016	\$51.80	\$10.18	\$18.04	\$0.00	\$80.02
				08/01/2016	\$52,70	\$10,18	\$18.12	\$0.00	\$81.00
				02/01/2017	\$53.27	\$10.18	\$18.12	\$0.00	\$81.57

20130614-029

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Wage Request Number:

**Issue Date:** 06/14/2013

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Boston

Effective Date - 02/01/2013				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 50	\$23.71	\$10.18	\$17.83	\$0.00	\$51.72	
2 60	\$28.45	\$10.18	\$17.83	\$0.00	\$56.46	
3 70	\$33.19	\$10.18	\$17.83	\$0.00	\$61.20	
4 80	\$37,93	\$10.18	\$17,83	\$0.00	\$65.94	
5 90	\$42.67	\$10.18	\$17.83	\$0.00	\$70,68	
<b>Effective Date</b> - 08/01/2013				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 50	\$24.16	\$10.18	\$17.90	\$0.00	\$52,24	
2 60	\$28.99	\$10.18	\$17.90	\$0.00	\$57,07	
3 70	\$33.82	\$10.18	\$17.90	\$0.00	\$61.90	
4 80	\$38.65	\$10.18	\$17.90	\$0.00	\$66,73	
5 90	\$43,48	\$10,18	\$17,90	\$0.00	\$71.56	
Makenia telahan akhinib bertebi terbest barinib barinib barinib barinib barinib.  Notes:	MARION POOTOM MARIOTO MONRES SERVICES PARAMENTS	literand administration of	imperior with their a following	THE ACCEPTAGE SAMPLES COMPANIES	Children eminabalan menjesakan seriakan	
Apprentice to Journeyworker Ratio:1:5	COLOR CHARL WELFER SUFFER APPRINT THEORY 1		entere meneral enterent	PORTUGE OFFICERE CONTRACTOR SILVER	Marine translation advisionality regularization	
BULLDOZER/GRADER/SCRAPER	06/01/2013	3 \$39,96	\$10,00	\$13.55	\$0.00	\$63,51
OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.74	\$10.00	\$13,55	\$0,00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	06/01/2013	3 \$34.20	\$7.10	\$12.60	\$0,00	\$53.90
	12/01/2013	3 \$34.95	\$7.10	\$12,60	\$0.00	\$54.65
	06/01/2014	\$35.70	\$7.10	\$12.60	\$0.00	\$55,40
	12/01/2014	\$36.45	\$7.10	\$12.60	\$0.00	\$56.15
	06/01/201:	\$37.20	\$7.10	\$12.60	\$0.00	\$56.90
	12/01/201:	\$37.95	\$7.10	\$12.60	\$0.00	\$57.65
	06/01/2016	\$38.70	<b>\$7</b> . 10	\$12,60	\$0.00	\$58.40
	12/01/2010	\$39.70	\$7.10	\$12.60	\$0.00	\$59.40
For apprentice rates see "Apprentice-LABORER"						
CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	06/01/2013		<b>\$7</b> .10	\$12.60	\$0.00	\$52.75
	12/01/2013		\$7.10	\$12.60	\$0.00	\$53.50
	06/01/2014		\$7.10	\$12.60	\$0,00	\$54.25
	12/01/2014		\$7.10	\$12.60	\$0.00	\$55,00
	06/01/201:	5 \$36.05	<b>\$7</b> .10	\$12,60	\$0.00	\$55.75
	12/01/2015	5 \$36.80	\$7.10	\$12.60	\$0.00	\$56.50
	06/01/2010	\$37.55	\$7.10	\$12.60	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.55	<b>\$7</b> .10	\$12.60	\$0.00	\$58.25
LL: outros and a shike anger Tarreston						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN	06/01/2013	\$33.05	\$7.10	\$12.60	\$0.00	\$52.75
LABORERS - FOUNDATION AND MARINE	12/01/2013	\$33.80	\$7.10	\$12.60	\$0.00	\$53.50
	06/01/2014	\$34.55	\$7.10	\$12.60	\$0.00	\$54.25
	12/01/2014	\$35.30	\$7.10	\$12.60	\$0.00	\$55.00
	06/01/2015	\$36.05	\$7.10	\$12.60	\$0.00	\$55.75
	12/01/2015	\$36,80	\$7.10	\$12.60	\$0.00	\$56.50
	06/01/2016	\$37.55	\$7.10	\$12.60	\$0.00	\$57.25
	12/01/2016	\$38.55	\$7.10	\$12.60	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"					ندر ومان وماند وماند	
CARBIDE CORE DRILL OPERATOR	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
LABORERS - ZONE 1	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice-LABORER"						
CARPENTER	03/01/2013	\$33.92	\$9.80	\$15.61	\$0.00	\$59.33
CARPENTERS - ZONE 2 (Eastern Massachusetts)	09/01/2013	\$34.53	\$9.80	\$15.61	\$0.00	\$59.94
	03/01/2014	\$35.13	\$9.80	\$15.61	\$0.00	\$60.54
	09/01/2014	\$35.90	\$9.80	\$15.61	\$0.00	\$61.31
	03/01/2015	\$36.67	\$9.80	\$15.61	\$0.00	\$62.08

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Apprentice - CARPENTER - Zone 2 Eastern MA

**Total Rate** 

	Effecti	ve Date -	03/01/2013				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$16.96	\$9.80	\$1.57	\$0.00	\$28,33	
	2	60		\$20.35	\$9.80	\$1,57	\$0.00	\$31.72	
	3	70		\$23.74	\$9.80	\$10,90	\$0.00	\$44.44	
	4	75		\$25.44	\$9.80	\$10.90	\$0.00	\$46.14	
	5	80		\$27.14	\$9.80	\$12.47	\$0.00	\$49.41	
	6	80		\$27,14	\$9.80	\$12.47	\$0.00	\$49,41	
	7	90		\$30,53	\$9.80	<b>\$1</b> 4.04	\$0.00	\$54.37	
	8	90		\$30.53	\$9.80	\$14.04	\$0.00	\$54.37	
	Effecti	ve Date -	09/01/2013				Supplemental		
	Step	percent	eds aan seinerseen var een aan 1441 kunses kan keen kersen konsessen om kan konsessen om op de seiner op op op	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	***************************************
	1	50		\$17.27	\$9.80	\$1.57	\$0.00	\$28.64	
	2	60		\$20.72	\$9.80	\$1.57	\$0.00	\$32.09	
	3	70		\$24,17	\$9.80	\$10.90	\$0.00	\$44.87	
	4	75		\$25.90	\$9.80	\$10.90	\$0.00	\$46.60	
	5	80		\$27.62	\$9.80	\$12,47	\$0.00	\$49.89	
	6	80		\$27.62	\$9.80	\$12.47	\$0.00	\$49.89	
	7	90		\$31.08	\$9.80	\$14.04	\$0.00	\$54.92	
	8	90		\$31,08	\$9.80	\$14.04	\$0.00	\$54.92	
	Notes:		ankker rangke kanalan angkare akkere <del>kanalan sa</del>	slucio Escheros mandante occuloso municiore presurviri	waters security and all	entros estatos estatos	PERFORM MUNICIPAL STREET, ST.	Account assessment assessment assessment	
	and the second s							. no over a period of the contract of the cont	
	Appre	ntice to Jo	urneyworker Ratio:1:5	acum relationem economica artisterios relativos reelemen e	marinaria estaministra principale es	and spirit and many of all device de	commends transform functions com-	ment enteriore immediate encourse	
MENT MA			ING	01/01/2013	\$42.57	\$10,65	\$18.61	\$1.30	\$73.13
ICKLAYERS L	OCAL 3 (BC	OSTON)		07/01/2013	\$42.74	\$10.65	\$18.61	\$1.30	\$73.30
				01/01/2014	\$43,66	\$10.65	\$18.61	\$1.30	\$74.22
				07/01/2014	\$44.26	\$10.65	<b>\$18</b> .61	\$1.30	\$74.82
				01/01/2015	\$45.20	\$10.65	<b>\$18</b> .61	\$1.30	\$75.76
				07/01/2015	\$45.78	\$10.65	\$18.61	\$1.30	\$76.34
				01/01/2016	\$46.70	\$10.65	<b>\$18</b> .61	\$1.30	\$77.26

	Step	ve Date - percent	01/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$21.29	\$10.65	\$12.11	\$1.30	\$45.35	
	2	60		\$25.54	\$10.65	\$13.61	\$1.30	\$51.10	
	3	65		\$27.67	\$10.65	\$14.61	\$1.30	\$54.23	
	4	70		\$29.80	\$10.65	\$15.61	\$1.30	\$57.36	
	5	75		\$31.93	\$10.65	<b>\$</b> 16, <b>61</b>	\$1.30	\$60.49	
	6	80		\$34,06	\$10.65	\$17.61	\$1.30	\$63.62	
	7	90		\$38.31	\$10.65	\$18.61	\$1.30	\$68.87	
	Effecti	ve Date -	07/01/2013				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$21.37	\$10.65	\$12.11	\$1.30	\$45.43	
	2	60		\$25.64	\$10.65	\$13.61	\$1.30	\$51.20	
	3	65		\$27.78	\$10.65	\$14.61	\$1.30	\$54.34	
	4	70		\$29.92	\$10.65	\$15.61	\$1.30	\$57.48	
	5	75		\$32.06	\$10.65	\$16.61	\$1.30	\$60.62	
	6	80		\$34.19	\$10.65	\$17.61	\$1.30	\$63.75	
	7	90		\$38.47	\$10.65	\$18.61	\$1.30	\$69.03	
	Notes:		Marine Marine Marine Marine Vertical Accession and American		answers reminist black	D. W	aller Bahlerbeiteinis Malainideada Andre deserte ere	to you are quality among a supermyring	
	1000000	Steps 3,4	are 500 hrs. All other steps a	re 1,000 hrs.				American de la compansión de la compansi	
	Appre	ntice to Jo	ourneyworker Ratio:1:3	Missing entering entering vacable transfer of	mananan mananan mondo	or articulardiscolo et contributoriscolo et contributori	eri denerieriste erarinorieria nemonomora con	OUT ATTERIOR STANFORD PROCESSOR	
AIN SAW C		OR		06/01/201:	3 \$33	30 \$7.10	\$12.45	\$0.00	\$52.85
ORERS - ZONE	5 /			12/01/2013	3 \$34.	05 \$7.10	\$12.45	\$0.00	\$53.60
				06/01/201	4 \$34.	<b>\$7.</b> 10	\$12.45	\$0.00	\$54.35
				12/01/2014	4 \$35	<b>\$7.10</b>	\$12.45	\$0.00	\$55.10
				06/01/2013	5 \$36.	<b>30</b> \$7.10	\$12.45	\$0.00	\$55.85
				12/01/201	5 \$37.0	<b>95</b> \$7.10	\$12.45	\$0.00	\$56.60
				06/01/201	6 \$37.	80 \$7.10	\$12.45	\$0.00	\$57.35
			· Lucaren	12/01/2010	6 \$38.	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice						dat versati ta Vita at tamana versa mende di Produce versa me			
AM SHELL <i>RATING ENGI</i>			KETS/HEADING MACHINE	00/01/201				\$0.00	\$64.89
			OPERATING ENGINEERS"	12/01/201	3 \$42.	12 \$10.0	0 \$13.55	\$0.00	\$65,67
MPRESSOF			and the second s	06/01/201	3 \$28.	19 \$10.0	0 \$13.55	\$0.00	\$51,74
ERATING ENGI				12/01/201				\$0.00	\$52.29
For apprentice	rates see "	Apprentice-	OPERATING ENGINEERS"	12401/201.	, g20.	,	. 415.55	¥ <b>0.00</b>	ψυΔ.Δ7
	BRIDGE	```		01/01/201	3 \$45.	01 \$7.80	\$15.60	\$0.00	\$68.41

**Total Rate** 

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

	Effecti	ve Date -	01/01/2013					Supplemental		
	Step	percent		Apprentice Base Wage	Health		Pension	Unemployment	Total Rate	
	1	50		\$22.51	\$7.80		\$0.00	\$0.00	\$30.31	
	2	55		\$24.76	\$7.80		\$3.52	<b>\$</b> 0. <b>0</b> 0	<b>\$</b> 36.08	
	3	60		\$27.01	\$7.80		\$3,84	\$0.00	\$38,65	
	4	65		\$29.26	\$7.80		\$4,16	\$0.00	<b>\$</b> 41,22	
	5	70		\$31.51	\$7.80		\$13.68	\$0.00	<b>\$</b> 52.99	ı
	6	75		\$33.76	\$7.80		\$14.00	\$0.00	\$55,56	
	7	80		\$36.01	\$7.80		\$14.32	\$0.00	\$58.13	
	8	90		\$40.51	\$7.80		\$14.96	\$0.00	\$63.27	,
	Notes:	er andredende translation and	editas s. 6-60000 mg. I sebilita seb	menunan sesasas alaasis asaasis piisisid Yedebed	placehooding, minimizer/com		oraneses viraneses minorana	The action will account the contract to		
	at at a t a t a t a t a t a t a t a t a	Steps are							a.ve. ***********************************	
	Appre	ntice to Jou	irneyworker Ratio:1:1	nerveer vermeens, severees research wilder Middle	EDELLY WITHOUT	I reviews were	and comment account to	THE STATE STATE OF THE STATE OF	MAN ALBERTA MINISTER SECTION	
DEMO: ADZE Laborers - zoni				12/01/201	1 \$:	31.80	\$7.10	\$12.45	\$0.00	\$51,35
For apprentice	rates see "	Apprentice- L.	ABORER"							
DEMO: BACK Laborers - zoni		)ADER/HA	MMER OPERATOR	12/01/201	1 \$3	32.80	\$7.10	\$12.45	\$0.00	\$52.35
For apprentice	rates see "	Apprentice- L	ABORER"			<u>,</u>				
DEMO: BURN Laborers - zoni				12/01/201	1 \$:	32,55	\$7.10	\$12,45	\$0.00	\$52.10
For apprentice	rates see "	Apprentice- L	ABORER"							
DEMO: CONC Laborers - zoni		UTTER/SA	AWYER	12/01/201	1 \$:	32.80	\$7.10	\$12.45	\$0.00	\$52.35
For apprentice	rates see "	Apprentice- L	ABORER®		<del></del>				h-Parladicarioscopico de Camara del Concesso de Ballo de Concesso de Con	
DEMO: JACKI <i>aborers - zoni</i>		ER OPERA'	TOR	12/01/201	1 \$:	32.55	\$7.10	\$12.45	\$0.00	\$52.10
		Apprentice- L.	ABORER"							
DEMO; WREC : <i>aborers-zon</i> i		ABORER		12/01/201	1 \$:	31.80	<b>\$7</b> .10	\$12.45	\$0.00	\$51.35
For apprentice	rates see "	Apprentice- L	ABORER"							
DIRECTIONA OPERATING ENG			E OPERATOR	06/01/201	3 \$:	39.96	\$10.00	\$13.55	\$0.00	<b>\$</b> 63.51
			DETERMINENT	12/01/201	3 \$4	40.74	\$10.00	\$13.55	\$0.00	<b>\$</b> 64.29
	rates see "	Apprentice- O	PERATING ENGINEERS*	-	_				A	
DIVER PILE DRIVER LOC	CAL 56 (ZC	DNE 1)		08/01/201		54.88	\$9.80	\$17.67	\$0.00	\$82,35
	,	,		08/01/201		56.98	\$9.80	\$17.67	\$0.00	\$84.45
				08/01/201		59.08	\$9.80	\$17.67	\$0.00	\$86.55
				08/01/201	5 \$	61.18	\$9.80	\$17.67	\$0.00	\$88.65
DIVER TENDI PILE DRIVER LOC		ONE II		08/01/201	2 \$	54.88	\$9.80	\$17.67	\$0.00	\$82.35
YOU THEFTH TOO	باع ود بدید			08/01/201	3 \$	56,98	\$9.80	\$17.67	\$0.00	\$84.45
				08/01/201	4 \$	59.08	\$9.80	\$17.67	\$0.00	\$86.55
				08/01/201	5 \$6	61.18	\$9.80	\$17.67	\$0.00	\$88.65

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER TENDER (EFFLUENT)	08/01/2012	\$58.80	\$9.80	\$17.67	\$0.00	\$86.27
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2013	\$61.05	\$9.80	\$17.67	\$0.00	\$88.52
	08/01/2014	\$63.30	\$9.80	\$17.67	\$0.00	\$90.77
	08/01/2015	\$65.55	\$9.80	\$17.67	\$0.00	\$93.02
DIVER/SLURRY (EFFLUENT)	08/01/2012	\$82.32	\$9.80	\$17.67	\$0.00	\$109.79
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2013	\$85.47	\$9.80	\$17.67	\$0.00	\$112.94
	08/01/2014	\$88.62	\$9.80	\$17.67	\$0.00	\$116.09
	08/01/2015	\$91.77	\$9.80	\$17.67	\$0.00	\$119.24
DRAWBRIDGE OPERATOR (Construction)	03/01/2013	\$43.52	\$13.00	\$14,16	\$0.00	\$70.68
ELECTRICIANS LOCAL 103	09/01/2013	\$44,20	\$13.00	\$14.18	\$0.00	\$71.38
	03/01/2014	\$44.92	\$13.00	\$14.20	\$0.00	\$72.12
	09/01/2014	\$45.60	\$13.00	\$14.22	\$0.00	\$72.82
	03/01/2015	\$46.32	\$13.00	\$14.24	\$0.00	\$73.56
	09/01/2015	\$47.27	\$13.00	\$14.27	\$0,00	\$74.54
For apprentice rates see "Apprentice-ELECTRICIAN"	03/01/2016	\$48.23	\$13.00	\$14.30	\$0.00	\$75.53
ELECTRICIAN	03/01/2013	\$43.52	\$13.00	\$14.16	\$0.00	\$70.68
ELECTRICIANS LOCAL 103	09/01/2013	\$44.20	\$13.00	\$14.18	\$0.00	\$71.38
	03/01/2014	\$44.92	\$13.00	\$14.20	\$0.00	\$72.12
•	09/01/2014	\$45.60	\$13.00	\$14.22	\$0.00	\$72.82
	03/01/2015	\$46.32	\$13.00	\$14.24	\$0.00	\$73.56
	09/01/2015	\$47.27	\$13.00	\$14.27	\$0.00	\$74.54
	03/01/2016	\$48,23	\$13,00	\$14.30	\$0.00	\$75,53

Issue Date: 06/14/2013 Wage Request Number: 20130614-029 Page 9 of 34

Supplemental Unemployment

Apprentice - ELECTRICIAN - Local 103

		Health	Pension	Unemployment	Total Rat
40	\$17.41	\$13,00	\$0,52	\$0.00	\$30,9
40	\$17.41	\$13.00	\$0,52	\$0.00	\$30.9
45	\$19.58	\$13,00	\$10,53	\$0.00	\$43,1
45	\$19.58	\$13.00	\$10.53	\$0.00	<b>\$</b> 43.1
50	\$21.76	\$13.00	\$10,85	\$0.00	\$45.6
55	\$23.94	\$13,00	\$11.19	\$0.00	\$48.
60	\$26.11	\$13.00	\$11,51	\$0.00	\$50.6
65	\$28.29	\$13.00	\$11.85	\$0.00	\$53.
70	\$30.46	\$13.00	\$12.17	\$0.00	\$55.6
75	\$32.64	\$13.00	\$12.51	\$0.00	\$58,
ve Date - 09/01/2013	Apprentice Race Wage	Health	Pension	Supplemental	Total Ra
					\$31,
					\$31. \$31.
					\$43.
					\$43.
					\$45.
					\$48.
					\$51.
					\$53,
					\$56.
75	\$33.15	\$13.00	\$12.53	\$0.00	\$58.
1	/40/45/50/55/65/70/75/80	watering watering date.	nal, Christier Annelog America	ed Stochedor Administrator appropriate Volument	Commission accounts where
ntice to Journeyworker J	Ratio:2:3***	philadalphi Americana, Marriana	na nakana sahijanin sahaniin	natura de cuella. Escada deserver escada de de Escada de Constitución de Constit	Accounted streether solution
	45 45 50 55 60 65 70 75  ve Date - 09/01/2013 percent  40 40 45 45 50 55 60 65 70 75  App Prior 1/1/03; 30/35/	45 \$19.58 45 \$19.58 50 \$21.76 55 \$23.94 60 \$26.11 65 \$28.29 70 \$30.46 75 \$32.64   Ve Date - 09/01/2013  percent Apprentice Base Wage  40 \$17.68 45 \$19.89 45 \$19.89 50 \$22.10 55 \$24.31 60 \$26.52 65 \$28.73 70 \$30.94 75 \$33.15  App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80	45 \$19.58 \$13.00 45 \$19.58 \$13.00 50 \$21.76 \$13.00 55 \$23.94 \$13.00 60 \$26.11 \$13.00 65 \$28.29 \$13.00 70 \$30.46 \$13.00 75 \$32.64 \$13.00  ve Date - 09/01/2013 percent Apprentice Base Wage Health 40 \$17.68 \$13.00 45 \$19.89 \$13.00 45 \$19.89 \$13.00 45 \$19.89 \$13.00 50 \$22.10 \$13.00 55 \$24.31 \$13.00 56 \$22.10 \$13.00 57 \$24.31 \$13.00 60 \$26.52 \$13.00 60 \$26.52 \$13.00 60 \$26.52 \$13.00 60 \$30.94 \$13.00 70 \$30.94 \$13.00 75 \$33.15 \$13.00	\$19.58 \$13.00 \$10.53 \$19.58 \$13.00 \$10.53 \$50 \$21.76 \$13.00 \$10.85 \$55 \$23.94 \$13.00 \$11.19 \$60 \$26.11 \$13.00 \$11.51 \$65 \$28.29 \$13.00 \$11.85 \$70 \$30.46 \$13.00 \$12.17 \$75 \$32.64 \$13.00 \$12.17 \$75 \$32.64 \$13.00 \$12.17 \$75 \$32.64 \$13.00 \$12.51   **Ve Date - 09/01/2013  **percent Apprentice Base Wage **Ilealth Pension**  40 \$17.68 \$13.00 \$0.53  40 \$17.68 \$13.00 \$0.53  45 \$19.89 \$13.00 \$10.54  45 \$19.89 \$13.00 \$10.54  45 \$19.89 \$13.00 \$10.54  50 \$22.10 \$13.00 \$10.54  50 \$22.10 \$13.00 \$10.86  55 \$24.31 \$13.00 \$11.20  60 \$26.52 \$13.00 \$11.53  65 \$28.73 \$13.00 \$11.86  70 \$30.94 \$13.00 \$12.19  75 \$33.15 \$13.00 \$12.19  75 \$33.15 \$13.00 \$12.53	\$19.58 \$13.00 \$10.53 \$0.00 \$45 \$19.58 \$13.00 \$10.53 \$0.00 \$50 \$21.76 \$13.00 \$10.85 \$0.00 \$55 \$23.94 \$13.00 \$11.19 \$0.00 \$60 \$26.11 \$13.00 \$11.85 \$0.00 \$70 \$30.46 \$13.00 \$12.17 \$0.00 \$75 \$32.64 \$13.00 \$12.51 \$0.00 \$75 \$30.60 \$17.68 \$13.00 \$10.53 \$0.00 \$70 \$75 \$77.68 \$13.00 \$10.51 \$0.00 \$75 \$77.68 \$13.00 \$10.53 \$0.00 \$70 \$75 \$77.68 \$13.00 \$10.54 \$0.00 \$75 \$77.68 \$13.00 \$10.54 \$0.00 \$75 \$77.68 \$13.00 \$10.54 \$0.00 \$75 \$77.68 \$13.00 \$10.54 \$0.00 \$75 \$77.68 \$13.00 \$10.54 \$0.00 \$75 \$77.68 \$13.00 \$10.54 \$0.00 \$75 \$77.68 \$13.00 \$10.54 \$0.00 \$75 \$77.68 \$13.00 \$10.54 \$0.00 \$75 \$77.68 \$13.00 \$10.54 \$0.00 \$70 \$70 \$70 \$70 \$70 \$70 \$70 \$70 \$70 \$

**Total Rate** 

	Effect Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total R	ate
	1	50	\$26,23	\$8.78	\$0.00	\$0.00	\$35	.01
	2	55	\$28.85	\$8.78	\$6.96	\$0.00	\$44	.59
	3	65	\$34.09	\$8.78	\$6.96	\$0.00	\$49	.83
	4	70	\$36,72	\$8.78	\$6.96	\$0.00	\$52	.46
	5	80	\$41.96	\$8.78	\$6.96	\$0.00	\$57	.70
	Notes:	Steps 1-2 are 6 mos.; Steps 3-5	•	errone kalanani kammak el	defendan sekonomika didakelekiri	digilandigalan Washinghamida Kardissembya digil	ecitative economice reconsiste esol	
	Appre	entice to Journeyworker Ratio:	and the sum of the su			alternatura armayeramen provincipologica syren	Anthre Antonio Marie Mar	nma
LEVATOR EPATOR CON		UCTOR HELPER SS LOCAL 4	01/01/2012	\$38.59	\$8.78	\$6.96	\$0.00	\$54.33
		AIL ERECTOR	06/01/2013	\$33.30	<b>\$7.</b> 10	\$12,45	\$0.00	\$52.8
BORERS - ZO	NE I		12/01/2013	\$34.05	<b>\$7</b> .10	\$12.45	\$0.00	\$53.60
			06/01/2014	\$34.80	<b>\$7</b> .10	\$12.45	\$0.00	\$54.3
			12/01/2014	\$35.55	<b>\$7.</b> 10	\$12.45	\$0.00	\$55.1
			06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.8
			12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.6
			06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.3
			12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.3
		"Apprentice- LABORER"						
ELD ENG.I Perating en		RSON-BLDG,SITE,HVY/HWY	05/01/2013	\$38.50	\$10.00	\$13.02	\$0.00	\$61.5
	(12,12,22,20)	· · · · · · · · · · · · · · · · · · ·	11/01/2013	\$39.26	\$10.00	\$13.02	\$0.00	\$62.2
		# A TOTAL OPER A TRUC ENCORPERA	05/01/2014	\$40.03	\$10.00	\$13.02	\$0.00	\$63.0
		"Apprentice- OPERATING ENGINEERS CHIEF-BLDG.SITE.HVY/HWY			***	012.00	<b></b>	4.60.61
PERATING EN		, ,	03/01/2013	•	\$10.00	\$13.02	\$0.00	\$62.9
			11/01/2013	,		\$13.02	\$0.00	\$63.7
For apprenti	ce rates see	"Apprentice- OPERATING ENGINEERS	05/01/2014 s <sup>*</sup>	\$41.45	\$10.00	\$13.02	\$0.00	\$64.4
	u,	SON-BLDG,SITE,HVY/HWY	05/01/2013	\$21.17	\$10.00	\$13.02	\$0.00	\$44.1
PERATING EN			11/01/2013		\$10.00	\$13.02	\$0.00	\$44.6
			05/01/2014			\$13.02	\$0.00	\$45.10
For apprenti	ce rates see	"Apprentice- OPERATING ENGINEERS		Ψ22.00	Ψ10100 —			de locat.
RE ALARN			03/01/2013	\$43.52	\$13.00	\$14.16	\$0.00	\$70.6
ECTRICIANS .	LOCAL 103		09/01/2013	\$44.20	\$13.00	\$14.18	\$0.00	\$71.3
			03/01/2014	\$44.92	\$13.00	<b>\$14.2</b> 0	\$0.00	\$72.1
			09/01/2014	\$45.60	\$13.00	\$14.22	\$0.00	\$72.8
		•	03/01/2015	\$46.32	\$13.00	\$14.24	\$0.00	\$73.5
			09/01/2015	\$47.27	\$13.00	\$14.27	\$0.00	\$74.5
			03/01/2016	\$48.23	\$13.00	\$14.30	\$0.00	\$75.5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM REPAIR / MAINTENANCE	03/01/2013	\$32.64	\$13.00	\$12.51	\$0.00	\$58.15
/ COMMISSIONING ELECTRICIANS LOCAL 103	09/01/2013	\$33.15	\$1 <b>3.0</b> 0	\$12.52	\$0.00	\$58.67
200.110	03/01/2014	\$33.69	\$13.00	\$12.54	\$0.00	\$59.23
	09/01/2014	\$34.20	\$13.00	\$12.56	\$0.00	\$59.76
	03/01/2015	\$34.74	\$13.00	\$12.57	\$0.00	\$60.31
	09/01/2015	\$35.45	\$13.00	\$12.59	\$0.00	\$61.04
	03/01/2016	\$36.17	\$13.00	\$12.62	\$0.00	\$61.79
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"			****			
FIREMAN (ASST. ENGINEER)	06/01/2013	\$33.73	\$10,00	\$13,55	\$0.00	\$57.28
OPERATING ENGINEERS LOCAL 4	12/01/2013	\$34.39	<b>\$10</b> .00	\$13,55	\$0.00	\$57.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER	06/01/2013	\$20.50	\$7.10	\$12,45	\$0.00	\$40.05
LABORERS - ZONE J	12/01/2013	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	06/01/2014	\$20.50	\$7.10	\$12,45	\$0.00	\$40.05
	12/01/2014	\$20.50	\$7.10	\$12,45	\$0.00	\$40.05
	06/01/2015	\$20.50	\$7.10	\$12.45	\$0.00	\$40,05
,	12/01/2015	\$20.50	\$7.10	\$12.45	\$0.00	\$40,05
	06/01/2016	\$20,50	\$7,10	\$12,45	\$0.00	\$40.05
	12/01/2016	\$20.50	\$7.10	\$12.45	\$0.00	\$40,05
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER	03/01/2013	\$38.61	\$9.80	\$16.71	\$0.00	\$65.12
FLOORCOVERERS LOCAL 2168 ZONE I	09/01/2013	\$38.61	\$9.80	\$16.71	\$0.00	\$65.12
	03/01/2014	\$38.61	\$9.80	\$16.71	\$0.00	\$65.12

Issue Date: 06/14/2013 Wage Request Number: 20130614-029 Page 12 of 34

Apprentice ~ FLOORCOVERER - Local 2168 Zone I

Total Rate

	Effecti	ve Date -	03/01/2013				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$19.31	\$9.80	\$1.79	\$0.00	\$30.90	
	2	55		\$21.24	\$9.80	<b>\$1.7</b> 9	\$0.00	\$32.83	
	3	60		\$23.17	\$9.80	\$11.34	\$0.00	\$44.31	
	4	65		\$25.10	\$9.80	\$11.34	\$0.00	\$46.24	
	5	70		\$27.03	\$9.80	\$13.13	\$0.00	\$49.96	
	6	75		\$28.96	\$9.80	\$13.13	\$0.00	\$51.89	
	7	80		\$30.89	\$9.80	\$14.92	\$0.00	\$55.61	
	8	85		\$32.82	\$9.80	\$14.92	\$0.00	\$57.54	
	Effecti	ve Date -	09/01/2013				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$19.31	\$9.80	\$1.79	\$0.00	\$30.90	
	2	55		\$21.24	\$9.80	\$1.79	\$0.00	\$32.83	
	3	60		\$23.17	\$9.80	\$11.34	\$0.00	\$44.31	
	4	65		\$25.10	\$9.80	\$11.34	\$0.00	\$46.24	
	5	70		\$27.03	\$9.80	\$13.13	\$0.00	\$49.96	
	6	75		\$28.96	\$9.80	\$13.13	\$0.00	\$51.89	
	7	80		\$30.89	\$9.80	\$14.92	\$0.00	\$55.61	
	8	85		\$32.82	\$9.80	\$14.92	\$0.00	\$57.54	
	Notes:		Anticle which allowed wealth of the $750~hrs.$	OCINY MURROUS PROPERTY OCCUPANT STREET, NO. 1707	EPPLOED MOUTONOON CONSTRUCTO	EUROPOUR EPROPERS CHIEBOTOCC	Catherin Airthorn Wariesa we	Salahas bahasan sa sanannan engayan ga ga ga ga ga ga ga ga ga ga ga ga ga	
	Appre	ntice to Jo	urneyworker Ratio:1:1	OALAIL KANANIANE OMOTIFIER AFRICTOTI, KOMMENA OMOTIFIER ESA	odicaio materiorata antendiciano ma	CONTRACTOR CONTRACTOR STATEMENTS	CONTROL CONTROL CONTROL SEASON	Menine (Meninera), refraerisiere efencerarier	
ORK LIFT/CI				06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
PERATING ENG.				12/01/2013	\$41.12	\$10,00	\$13.55	\$0.00	\$64.67
			PERATING ENGINEERS"						
ENERATOR <i>'Erai'ing eng</i>			T/HEATERS	06/01/2013		\$10.00	\$13.55	\$0.00	\$51.74
			PERATING ENGINEERS"	12/01/2013	\$28.74	<b>\$10</b> ,00	\$13.55	\$0.00	\$52.29
	ASS PL	ANK/AIR I	BARRIER/INTERIOR	01/01/2013	\$35.51	\$7.80	\$14.60	\$0.00	\$57.91

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Ap	prentice - GLAZIER - Local 3	5 Zone 2					
<b>Ef</b> Ste	fective Date - 01/01/2013 ep percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$17.76	\$7.80	\$0.00	\$0.00	\$25.56	
2	55	\$19,53	\$7.80	\$3.25	\$0.00	\$30.58	
3	60	\$21.31	\$7.80	\$3.54	\$0.00	\$32.65	
4	65	\$23.08	\$7.80	\$3.84	\$0.00	<b>\$</b> 34.72	
5	70	\$24.86	\$7.80	\$12.83	\$0.00	\$45.49	
6	75	\$26.63	\$7.80	\$13.13	\$0.00	\$47.56	
7	80	\$28.41	\$7.80	\$13,42	\$0.00	\$49.63	
8	90	\$31.96	\$7.80	\$14.01	\$0.00	\$53.77	
No	stes: Steps are 750 hrs.	paradusts makaban makann antunnu kunsurlan belisining metunbur Ababban	Subgrouped Andrewson Substitution .	Waterard vacousties store who	Scartenia realizadi estatulata soci	TANK MINISTER METERM TETET	
A	oprentice to Journeyworker Ra	tio; $1:1$	and the second seconds of	commence entrancement of description	talahan kantantan adalahan tanta	5	
	IEER/CRANES/GRADALLS	06/01/2013	3 \$40.34	\$10.00	\$13.55	\$0.00	\$63.89
OPERATING ENGINEE	RS LOCAL 4	12/01/2013	3 \$41.12	\$10.00	\$13.55	\$0.00	\$64.67

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Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Pension

ssue Date: 06/14/2		Wage Reques	t Number: 201306	14-029			F	age 15 of
HVAC MECHANIC PIPEFITTERS LOCAL 537			03/01/201	3 \$49.34	\$8.75	\$14.39	\$0.00	\$72.48
	e "Apprentice- I	PIPEFITTER" of "PLUMBER/PIPEF	ITTER"					
IVAC (TESTING AI PIPEFITTERS LOCAL 537	ND BALAN	CING -WATER)	03/01/201	3 \$49.34	\$8.75	\$14.39	\$0.00	\$72.48
		SHEET METAL WORKER"						
IVAC (TESTING AN HEETMETAL WORKERS		CING - AIR)	02/01/201	3 \$42.32	\$9.82	\$18.24	\$2.11	\$72.49
For apprentice rates se	e "Apprentice- E	ELECTRICIAN"	35, 32, 32					
			03/01/201			\$14.30	\$0.00	\$75.53
			09/01/201:			\$14.27	\$0.00	\$74.54
			03/01/201			\$14.24	\$0.00	\$73.56
			03/01/2014 09/01/2014			\$14.20 \$14.22	\$0.00	\$72.12 \$72.82
			09/01/2013			\$14.18 \$14.20	\$0.00 \$0.00	\$71.38 \$72.12
VAC (ELECTRICA <i>ectricians local 10</i>		ഥാ)	03/01/2013			\$14.16 \$14.19	\$0.00	\$70.68
		HEET METAL WORKER"				<b>41.44</b>	00.00	040.50
EEIMETAL WORKERS								
AC (DUCTWORK	ζ)	mpr p mpr peper de la relation de sel mar sel la la relation de	02/01/2013	3 \$42.32	\$9.82	\$18.24	\$2.11	\$72.49
Appı	rentice to Jo	urneyworker Ratio:1:6	. Accepted annual sections of the control of	and appropriate suppose the suppose of the suppose	MEARCANC GARGEMENT C	COLONIA WALLANDA WARRING ALIA	mon manne someone constant	
							Trust the state of	
Note	ullis di dilettrichi dicatrizzo d S‡	AAAAA BERMAR ALIDON LIMAAR barada aremara arraya	to wanted assistant exception transmiss enables	weaton saldel 4.4mini	wascome utablect Tarrettall	4230-CUE PERSONN APROPET DE	nan markin dirital securi	
Ü	20		337.VI					
8	85 90		\$34.95 \$37.01	\$10.00 \$10.00	\$13.55 \$13.55	\$0.00 \$0.00	\$58.50 \$60.56	
7	80 85		\$32.90 \$34.05	\$10.00	\$13.55	\$0.00	\$56.45	
5 6	75		\$30.84	\$10.00	\$13.55	\$0.00	\$54.39 \$56.45	
4 5	70 75		\$28.78	\$10.00	\$13.55	\$0.00	\$52.33 \$54.30	
3	65		\$26.73	\$10.00	\$13.55	\$0.00	\$50.28	
2	60		\$24.67	\$10.00	\$13,55	\$0.00	\$48.22	
I	55		\$22.62	\$10.00	\$0.00	\$0.00	\$32.62	
Step	percent	PAKINANAN MANANANANANANANANANANANANANANANANA	Apprentice Base Wage	<del></del>	Pension	Unemployment	Total Rate	
	tive Date -	12/01/2013				Supplemental		
, -	, ,		φυυ, Ω ±	220,00	4x2100	<b>40.00</b>	<i>\$07,00</i>	
8	90		\$36.31	\$10.00	\$13.55	\$0.00	\$59.86	
7	85		\$34.29	\$10.00	\$13.55	\$0.00	\$57.84	
6	80		\$30.20	\$10.00	\$13.55	\$0.00	\$55,82	
5	76 75		\$28.24 \$30.26	\$10.00 \$10.00	\$13.55 \$13.55	\$0,00 \$0.00	\$51.79 \$53.81	
3	65 70		\$26.22	\$10.00	\$13.55	\$0.00	\$49.77	
2	60		\$24.20	\$10.00	\$13.55	\$0,00	\$47.75	
1	55		\$22.19	\$10.00	\$0.00	\$0.00	\$32.19	
Step	percent		Apprentice Base Wage		Pension	Unemployment	Total Rate	
	tive Date -	06/01/2013		TT1d	Daniel	Supplemental	T-4 1 D ·	

Classification  For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS	06/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53,35
LABORERS - ZONE I	12/01/2013	\$34.55	\$7.10	\$12,45	\$0.00	\$54.10
	06/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	12/01/2014	\$36.05	\$7.10	\$12,45	\$0.00	\$55.60
	06/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	12/01/2015	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	06/01/2016	\$38.30	\$7.10	\$12,45	\$0.00	\$57.85
For apprentice rates see "Apprentice-LABORER"	12/01/2016	\$39.30	· \$7.10	\$12.45	\$0.00	\$58.85
INSULATOR (PIPES & TANKS)	09/01/2012	\$41.46	\$10,65	\$11.50	\$0.00	\$63,61
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2013	\$43,06	\$10.65	\$11.50	\$0.00	\$65,21
	09/01/2014	\$45.06	\$10,65	\$11.50	\$0.00	\$67.21

Approntice	ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston
Apprenuce -	Addition of the oral of the sections of the section

IRONWORKER/WELDER

IRONWORKERS LOCAL 7 (BOSTON AREA)

	ve Date -	09/01/2012				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	~~~
1	50		\$20.73	\$10,65	\$8.60	\$0.00	\$39.98	
2	60		\$24,88	\$10.65	\$9.18	\$0.00	\$44.71	
3	70		\$29.02	\$10,65	\$9,76	\$0.00	\$49,43	
4	80		\$33.17	\$10.65	\$10.34	\$0.00	\$54,16	
Effecti	ve Date -	09/01/2013				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$21,53	\$10.65	\$8.60	\$0,00	\$40,78	
2	60		\$25.84	\$10.65	\$9.18	\$0.00	\$45.67	
3	70		\$30,14	\$10.65	<b>\$9.7</b> 6	\$0.00	\$50,55	
4	80		\$34.45	\$10.65	\$10.34	\$0.00	\$55.44	
Notes:	a anticiano menerino, el	OF PRINCE PRINCENS VIOLENCE CONTINUES PRINCES V	NAMES OF THE PROPERTY OF THE P	TOTAL AND THE TAXABLE PARTY	nen, reneralem reneralem enemetres	) कार्यकार कार्याच्या अस्यानाम कार्याच्या	אָשיישוור עוומונוטט וואידינוטט ק	
in. mandraki	Steps are	1 year					4	
Appre	ntice to Jo	urneyworker Ratio:1	Abilità ilidizado Abiritàs ibenefito incluire intellito destituto de la constituto de la co	androus western androus	en meneren kreinen erenen meneren er	and the second s	WARRY W. W. S.	

03/16/2013

\$40.23

\$7.70

\$18.35

\$0.00

\$66.28

**1ssue Date:** 06/14/2013 **Wage Request Number:** 20130614-029 **Page 16 of 34** 

Supplemental Unemployment

Total Rate

	Effecti Step	ve Date - 03/16 percent	/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60		\$24.14	\$7.70	\$18.35	\$0.00	\$50.19	
	2	70		\$28.16	\$7.70	\$18.35	\$0.00	<b>\$</b> 54.21	
	3	75		\$30.17	\$7.70	\$18.35	\$0.00	\$56.22	
	4	80		\$32.18	\$7.70	\$18.35	\$0.00	\$58.23	
	5	85		\$34.20	\$7.70	\$18.35	\$0.00	\$60,25	
	6	90		\$36.21	\$7.70	\$18.35	\$0.00	<b>\$</b> 62.26	
	Notes:	** Structural 1:6	: Ornamental 1:4	entare entare, incurs quante entere ventos :	concentration and contration and con	न्यास्थान्यः सम्बद्धाःसः सम्बद्धाःसः	Milleradies Religiously constrains test	and the second s	
	Line series	menadore documenta acustatura discholula	Goldan sattant Benevit tottak en	noone, pinanoo associat windon noones accessed o	Secure Assessed assessed as	edus susum biloid	gagayoon Voquoqo Iqayyan seco	KAN 160001AF 12X1-3888 482-134-18	
KHAMME		ntice to Journeyw VING BREAKER		06/01/2013	\$33.30	\$7.10	\$12.45	\$0,00	\$52.83
DRERS - ZONE	1			12/01/2013			\$12.45	\$0.00	\$53.6
				06/01/2014			\$12.45	\$0.00	\$54.3
				12/01/2014	•		\$12.45	\$0.00	\$55.1
				06/01/2015			\$12,45	\$0.00	\$55.8
				12/01/2015			\$12.45	\$0.00	\$56.6
				06/01/2016			\$12.45	\$0.00	\$57.3
r		A Y Amonim	15.19	12/01/2016	\$38.80		\$12.45	\$0.00	\$58.3
BORER		Apprentice- LABORE		06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
ORERS - ZONE	1			12/01/2013			\$12.45	\$0.00	\$53.3
				06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.1
				12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.8
				06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.6
				12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.3
				06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.1

		ntice - LABORER - Zone I ve Date - 06/01/2013					Supplemental		
	Step	percent	A	pprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$19.83	\$7.10	\$12.45	\$0.00	\$39.38	
	2	70		\$23.14	\$7.10	\$12,45	\$0,00	\$42,69	
	3	80		\$26.44	\$7.10	\$12.45	\$0.00	\$45.99	
	4	90		\$29.75	\$7,10	\$12.45	\$0.00	\$49.30	
	Effecti	ve Date - 12/01/2013					Supplemental		
	Step	percent	Α	pprentice Base Wage	1-fealth	Pension	Unemployment	Total Rate	
	1	60		\$20.28	\$7.10	\$12,45	\$0.00	\$39.83	
	2	70		\$23.66	\$7.10	\$12.45	\$0.00	\$43.21	
	3	80		\$27.04	\$7.10	\$12.45	\$0.00	\$46.59	
	4	90		\$30.42	\$7.10	\$12.45	\$0.00	\$49.97	
	Notes:	· · · · · · · · · · · · · · · · · · ·	SANTANIAN ANALASAN MARANANAN	ALIGNAS CALITIC CONTAINS ANNIONS ANNIONS	COLUMN DANIES DOLLARS	SHOWER MANAGEMENT AND ADDRESS.	- Andreadour - Andreadour - Andreadour - con		
	Source excesses	PROTORNOON MARINES AND INCIDENCE STATEMENT S	unanan, sananana memerint	pyporopy, gyppynny, mybopnyk arkanene údisarek.	entering windless decidents.		400000000. A40100000 A001100.A 4110		
		ntice to Journeyworker Ra	tio:1:5						
ABORER: CA 4BORERS - ZON		ER TENDER		06/01/201	3 \$33.05	\$7.10	\$12.45	\$0.00	\$52.60
4DURERO - ZUIY.	E 1			12/01/201	3 \$33.80	\$7.10	\$12.45	\$0.00	\$53.35
				06/01/201	4 \$34.55	\$7.10	\$12.45	\$0.00	\$54.10
				12/01/201	4 \$35.30	\$7.10	\$12.45	\$0.00	\$54.85
				06/01/201	5 \$36.05	\$7.10	\$12.45	\$0.00	\$55.60
				12/01/201	5 \$36.80	\$7.10	\$12.45	\$0.00	\$56.35
				06/01/201	6 \$37.55	\$7.10	\$12.45	\$0.00	\$57.10
				12/01/201	6 \$38,55	\$7.10	\$12.45	\$0.00	\$58.10
··············		Apprentice- LABORER"							
		FINISHER TENDER		06/01/201	3 \$33,05	\$7.10	\$12.45	\$0.00	\$52.60
ABORERS - ZON	ß I		Ł	12/01/201	3 \$33.80	\$7.10	\$12.45	\$0.00	\$53.3 <b>5</b>
				06/01/201	4 \$34.55	\$7.10	\$12.45	\$0.00	<b>\$</b> 54.10
				12/01/201	4 \$35.30	\$7.10	\$12.45	\$0.00	\$54.85
				06/01/201	5 \$36.05	\$7.10	\$12.45	\$0.00	\$55.60
				12/01/201	5 \$36.80	\$7.10	\$12.45	\$0.00	\$56.35
				06/01/201	6 \$37.55	5 \$7.10	\$12.45	\$0.00	\$57.10
For apprentice	e rates see '	'Apprentice- LABORER"		12/01/201	6 \$38.55	\$7.10	\$12,45	\$0.00	\$58.10
	AZARD	OUS WASTE/ASBESTOS	REMOVER	12/01/201	1 \$31.80	\$7.10	<b>\$12</b> .45	\$0.00	<b>\$</b> 51,35

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER; MASON TENDER	06/01/2013	\$33.30	<b>\$7</b> .10	\$12,45	\$0.00	\$52.85
LABORERS - ZONE I	12/01/2013	\$34.05	<b>\$7</b> .10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54,35
	12/01/2014	\$35.55	<b>\$7.1</b> 0	\$12,45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56,60
	66/01/2016	\$37.80	\$7.10	\$12,45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice-LABORER"						
LABORER: MULTI-TRADE TENDER LABORERS - ZONE 1	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
	12/01/2013	\$33,80	\$7.10	\$12.45	\$0.00	\$53,35
	06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55,60
	12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10
For apprentice rates see "Apprentice- LABORER"						
LABORER; TREE REMOVER LABORERS - ZONE I	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
MONGIO - MONE I	12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
	06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	12/01/2016	\$38.55	<b>\$7.</b> 10	\$12.45	\$0.00	\$58.10
This classification applies to the wholesale removal of standing trees including all associated triraming of branches and limb apprentice rates see "Apprentice- LABORER"	es, and applies to the removal of branc	ches at locations i	not on or arour	nd utility lines.	For	
LASER BEAM OPERATOR	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
LABORERS - ZONE I	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
•	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	<b>\$7</b> .10	\$12,45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	<b>\$7</b> .10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"	12,01,2010	450,770	<b>4</b> 11.20		<b>\$</b> 0.00	ψυ 0.00
MARBLE & TILE FINISHERS	02/01/2013	\$36.20	- \$10.18	\$16.51	\$0.00	\$62.89
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2013	\$36.91	\$10.18	\$16.58	\$0.00	\$63.67
	02/01/2014	\$37.36	\$10.18	\$16.58	\$0.00	\$64.12
	08/01/2014	\$38.07	\$10,18	\$16.65	\$0.00	\$64.90
	02/01/2015	\$38.52	\$10.18	\$16.65	\$0.00	\$65.35
	08/01/2015	\$39.23	\$10.18	\$16.72	\$0.00	\$66.13
	02/01/2016	\$39.68	\$10.18	\$16.72	\$0.00	\$66,58
	08/01/2016	\$40.38	\$10,18	\$16.80	\$0.00	\$67.36
				\$16.80	\$0.00	
	02/01/2017	\$40.84	<b>\$1</b> 0.18	\$10.8U	<b>3</b> 0,00	\$67.82

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Pension

	Appre	ntice - M	ARBLE & TILE FINISHER	- Local 3 Marble & Tile					
	Effecti Step	ve Date - percent	02/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$18.10	\$10.18	\$16.51	\$0.00	<b>\$</b> 44.79	
	2	60		\$21.72	\$10.18	\$16.51	\$0.00	\$48.41	
	3	70		- \$25.34	\$10.18	\$16.51	\$0.00	\$52.03	
	4	80		\$28.96	\$10,18	\$16.51	\$0.00	\$55.65	
	5	90		\$32.58	\$10.18	\$16.51	\$0.00	\$59.27	
	Effecti Step	ve Date - percent	08/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$18.46	\$10.18	\$16.58	\$0.00	\$45.22	
	2	60		\$22.15	\$10.18	\$16.58	\$0.00	\$48.91	
	3	70		\$25.84	\$10.18	\$16.58	\$0.00	\$52.60	
	4	80		\$29.53	\$10.18	\$16.58	\$0.00	\$56.29	
	5	90		\$33.22	\$10.18	\$16.58	\$0.00	\$59.98	
	Notes:	не муниципуляри Функанция с	rt 1840). Timer kan sanisalah (Canana) balikter 1872. Timer	COURT WINDOWN SUMMERS WATEROOM THURSOME	antina vädridi addird	Secretaria Secretaria Secretaria	Secretaria tentatria (enutra sun	Autobile deletadasis delaturune francoure	
	Appre	ntice to Jo	urneyworker Ratio:1:3	and the second sections and second second sections.	washing addressed distributions	ALLEGA ALAGAMA ALAGAMA	COLUMN ACCORDANG COLUMN COLUMN		
MARBLE MAS			RS & TERRAZZO MECH	02/01/201	3 \$47.45	\$10.18	\$17.83	\$0.00	\$75.46
SKICKLATERS LO	CAL 3 - M	ARDLE & IIL	Æ	08/01/201	3 \$48.35	\$10.18	\$17.90	\$0.00	\$76.43
				02/01/201	4 \$48.91	\$10.18	\$17.90	\$0.00	\$76.99
				08/01/201	4 \$49.81	\$10.18	\$17.97	\$0.00	\$77.96
				02/01/201	5 \$50.37	\$10.18	\$17.97	\$0.00	\$78.52
				08/01/201	5 \$51.27	\$10.18	\$18.04	\$0.00	\$79.49
				02/01/201	6 \$51.84	\$10.18	\$18.04	\$0.00	\$80.06
				08/01/201	6 \$52.74	\$10.18	\$18.12	\$0.00	\$81.04
				02/01/201	7 \$53.31	\$10.18	\$18.12	\$0.00	\$81.61

	Effect: Step	ve Date - percent	02/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$23,73	\$10.18	\$17.83	\$0.00	\$51.74	
	2	60		\$28.47	\$10.18	\$17.83	\$0.00	\$56.48	
	3	70		\$33,22	\$10.18	\$17.83	\$0.00	\$61.23	
	4	80		\$37.96	\$10.18	\$17,83	\$0.00	\$65.97	
	5	90		\$42.71	\$10.18	\$17.83	\$0.00	\$70.72	
	Effecti Step	ve Date -	08/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$24.18	\$10.18	\$17.90	\$0.00	\$52.26	
	2	60		\$29.01	\$10.18	\$17.90	\$0.00	\$57.09	
	3	70		\$33.85	\$10.18	\$17.90	\$0.00	\$61.93	
	4	80		\$38.68	\$10.18	\$17.90	\$0.00	\$66.76	
	5	90		\$43.52	\$10.18	\$17.90	\$0.00	\$71.60	
	Notes	· consecuto suppressor suc	urneyworker Ratio:1:5	NAMES CAMPAGE GALANIE BARROT AFBUYNE ERSTAFER	ELECTRICAL CASTERIAN CASTAGRACIA  SOCIETATION CONTRACTOR AND CONTRACTOR CONTR	CONTINUES MANAGEM MANAGEM 1	accuration quantified, chaptered and	ander diseases innuestry envertebring photosocies	
H. SWEE		4.W.W.46.4W.4.W.4.00W.4.00W	ON CONST. SITES)	06/01/2013	3 \$39.90	5 \$10.00	\$13.55	\$0.00	\$63.5
ATING ENG	GINEERS L	OCAL 4	PERATING ENGINEERS"	12/01/201			\$13.55	\$0.00	\$64.29
		ENANCE		06/01/201	3 \$39.9	5 \$10.00	\$13.55	\$0.00	\$63.5
ATING ENG or apprentic			PERATING ENGINEERS"	12/01/201	3 \$40.7	\$10.00	\$13.55	\$0.00	\$64.2
LWRIGH	-	•		04/01/201	3 \$34.6	8 \$9.80	\$15.76	\$0.00	\$60.2
VRIGHTS L	OCAL 112.	- Zone I		10/01/2013	3 \$35.4	\$9.80	\$15.76	\$0.00	\$61.0
				04/01/201	\$36.2	\$9.80	\$15.76	\$0.00	\$61.7
				10/01/201	4 \$37.1	\$9.80	\$15.76	\$0.00	\$62.7
				04/01/201:	5 \$38.1	4 \$9.80	\$15.76	\$0.00	\$63.70

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_	_	e - MILLWRIGHT - Local 1121						
Ef Sto	fective en n	<b>Date -</b> 04/01/2013 ercent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1		55	\$19.07	\$9.80	\$4.32	\$0.00	\$33.19	
2		55						
3		75	\$22.54	\$9.80	\$13.01	\$0.00	\$45,35	
4		35	\$26.01	\$9.80	\$13.80	\$0.00	\$49.61	
4	2	33	\$29.48	\$9.80	\$14.58	\$0.00	\$53,86	
Ef	fective	Date - 10/01/2013				Supplemental		
Sto	ер р	ercent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	4	35	\$19.50	\$9.80	\$4.32	\$0.00	\$33,62	
2	6	55	\$23.04	\$9.80	\$13.01	\$0.00	\$45.85	
3	7	75	<b>\$26.59</b>	\$9.80	\$13.80	\$0.00	\$50.19	
4	8	35	\$30.13	\$9.80	\$14.58	\$0.00	\$54.51	
L. N. C	otes:	annes variational assurance assurance remainder information describes entended to	American Albanda American College and Albanda Accorda.	COMMENT VOLUMEN, V	ATTENDED SECURIORS SECURIORS	Makadana sanadana Arradadar Arr	destricts continuous estimatory training	
p distantens	S	eps are 2,000 hours					1	
Aj	CHARLEST MARKET	ce to Journeyworker Ratio:1:5	obusine allohakuse mikhambib allohakan allohakan a <b>llohak</b> an be	manadore Americanie Americanie Americanie	wherear samulation in continuous	allehalum shelingan allehalum alleh	regime management extraories survivinis	
MORTAR MIXER		06/01/2013	3 \$33.30	<b>\$7</b> .10	\$12.45	\$0.00	\$52.85	
ABORERS - ZONE I			12/01/2013	3 \$34.05	<b>\$7.</b> 10	\$12.45	\$0.00	\$53.60
			06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
			12/01/2014	\$35.55	<b>\$7.</b> 10	\$12.45	\$0.00	\$55.10
			06/01/2015	\$36.30	<b>\$7.</b> 10	\$12.45	\$0.00	\$55.85
			12/01/2015	\$37.05	<b>\$7</b> .10	\$12,45	\$0.00	\$56.60
			06/01/2016	5 \$37.80	<b>\$7.</b> 10	\$12.45	\$0.00	\$57.35
			12/01/2016	5 \$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates	see "App	rentice- LABORER"						
•		RUCK CRANES, GRADALLS)	06/01/2013	\$21.17	\$10.00	\$13.55	\$0.00	\$44.72
PERATING ENGINEE			12/01/2013	\$21.59	\$10.00	\$13.55	\$0.00	\$45.14
		rentice- OPERATING ENGINEERS*			······································	**************************************		Hall I ajliljenjalil jenjenjenje
DILER (TRUCK C PPERATING ENGINEE		,	06/01/2013	\$24.57	\$10.00	\$13.55	\$0.00	\$48.12
			12/01/2013	\$25.06	\$10.00	\$13.55	\$0.00	\$48.61
		rentice- OPERATING ENGINEERS"						
OTHER POWER D PERATING ENGINEE		I EQUIPMENT - CLASS II	06/01/2013		\$10.00		\$0.00	\$63.51
		rentice-OPERATING ENGINEERS"	12/01/2013	3 \$40.74	\$10.00	\$13.5 <b>5</b>	\$0.00	\$64.29
AINTER (BRIDG		<del></del>	01/01/2013	3 \$45.01	<b>\$7.80</b>	\$15.60	\$0.00	¢69 /1
PAINTERS LOCAL 35 -		,	01/01/2013	, \$40.01	₽1.0U	\$15.00	φυ,υυ	\$68.41

Apprentice -	PAINTER Local 35 - BRIDGES/TANKS
T- 00	01/01/2012

Effect	ive Date -	01/01/2013				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$22.51	\$7.80	\$0.00	\$0.00	\$30.31
2	55		\$24.76	\$7.80	\$3.52	\$0.00	\$36.08
3	60		\$27.01	\$7.80	\$3.84	\$0.00	\$38.65
4	65		\$29.26	\$7.80	\$4.16	\$0.00	\$41.22
5	70		\$31.51	\$7.80	\$13.68	\$0.00	\$52.99
6	75		\$33.76	\$7.80	\$14.00	\$0.00	\$55,56
7	80		\$36.01	\$7.80	\$14.32	\$0.00	\$58.13
8	90		\$40,51	\$7.80	\$14.96	\$0.00	\$63,27

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) \*

01/01/2013 \$35.91 \$7.80 \$15.60 \$0.00

\$15.60

\$0.00

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Effect Step	ive Date - percent	01/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	Baldedes a prosumpropio ajo jo hido PPERPO destalas proprentajones ajo ajo e ajo hido hido dena	. \$17.96	\$7.80	\$0.00	\$0.00	\$25.76
2	55		\$19.75	\$7.80	\$3.52	\$0.00	\$31.07
3	60		\$21.55	\$7.80	\$3.84	\$0.00	\$33.19
4	65		\$23,34	\$7.80	\$4.16	\$0.00	\$35.30
5	70		\$25.14	\$7.80	\$13.68	\$0.00	\$46.62
6	75		\$26.93	\$7.80	<b>\$</b> 14. <b>0</b> 0	\$0.00	\$48.73
7	80		\$28.73	\$7.80	\$14.32	\$0.00	\$50.85
8	90		\$32.32	\$7.80	\$14.96	\$0.00	\$55.08

01/01/2013

\$33.97

\$7.80

PAINTERS LOCAL 35 - ZONE 2

PAINTER (SPRAY OR SANDBLAST, REPAINT)

\$57.37

\$59.31

<sup>\* 1</sup>f 30% or more of surfaces to be painted are new construction,

Total Rate

Apprentice -	PAINTER Local 3	5 Zone 2 - Spray/	Sandblast - Repaint
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Effect	ive Date -	01/01/2013				Supplemental	
Step	percent	Apprent	ice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$16.99	\$7.80	\$0.00	\$0.00	\$24.79
2	55		\$18.68	\$7.80	\$3.52	\$0.00	\$30.00
3	60		\$20,38	\$7.80	\$3.84	\$0.00	\$32.02
4	65		\$22.08	\$7.80	\$4.16	\$0.00	\$34.04
5	70		\$23.78	\$7.80	\$13.68	\$0.00	\$45.26
6	75		\$25,48	\$7.80	\$14.00	\$0.00	\$47.28
7	80		\$27.18	\$7,80	\$14.32	\$0.00	\$49.30
8	90		\$30.57	\$7.80	\$14.96	\$0.00	\$53.33

Apprentice to	Journeyworker	Ratio:1:1
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PAINTER (TRAFFIC MARKINGS)	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60	
LABORERS - ZONE 1	12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35	
	06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10	
	12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85	
	06/01/2015	\$36,05	\$7.10	\$12.45	\$0.00	\$55.60	
	12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35	
	06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10	
	12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10	
For Apprentice rates see "Apprentice-LABORER"							
PAINTER / TAPER (BRUSH, NEW) *	01/01/2013	\$34.51	\$7.80	\$15.60	\$0.00	\$57.91	

<sup>\*</sup> If 30% or more of surfaces to be painted are new construction,

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

tep	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.26	\$7.80	\$0,00	\$0.00	\$25.06
2	55	\$18.98	\$7.80	\$3.52	\$0.00	\$30.30
3	60	\$20.71	\$7.80	\$3.84	\$0.00	\$32,35
4	65	\$22.43	\$7.80	\$4.16	\$0.00	\$34.39
5	70	\$24.16	\$7.80	\$13.68	\$0.00	\$45,64
6	75	\$25.88	\$7.80	\$14.00	\$0.00	\$47.68
7	80	\$27.61	\$7.80	\$14.32	\$0.00	\$49.73
8	90	\$31.06	\$7.80	\$14.96	\$0.00	\$53,82

Apprentice to Journeyworker Ratio:1:1

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER / TAPER (BRUSH, REPAINT)	01/01/2013	\$32.57	\$7.80	\$15.60	\$0.00	\$55.97
PAINTERS LOCAL 35 - ZONE 2		*	•			<b>4</b>

	<b>ffective</b> tep p	<b>Date</b> - 01/01/201: percent		rentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{30}{1}$		50	rsppi	\$16.29					
2		55		*	\$7.80	\$0.00	\$0.00	\$24.09	
3				\$17.91	\$7.80	\$3.52	\$0.00	\$29.23	
		60		\$19.54	\$7.80	\$3.84	\$0.00	\$31.18	
4		65		\$21.17	\$7.80	\$4.16	\$0.00	\$33.13	
5	i '	70		\$22.80	\$7.80	\$13.68	\$0.00	\$44.28	
6	· ·	75		\$24.43	\$7.80	\$14.00	\$0.00	\$46.23	
7	'	80		\$26.06	\$7.80	\$14.32	\$0.00	\$48.18	
8	3	90		\$29.31	\$7.80	\$14.96	\$0.00	\$52.07	
. N	otes:	teps are 750 hrs.	ABOURDONNA ABOURDANT MEDICALAN MEDICALAN ARTISANAN	i autostrut Waterster ersulminer erumbertu		and the second second	, georgeone georgeone georgeone w	CONTROL CONTROL AND	
A	pprenti	ce to Journeyworke	r Ratio:1:1	THEORY I THEORY MANAGEMENT THEORY I	mana comment solvens :	BOUNDER STATISTICS STATISTA	TOTAL ANDREWS ANDREWS CO.		
NEL & PICKU IMSTERS JOINT CO				12/01/2012	2 \$31.38	\$8.91	\$8,00	\$0.00	\$48.29
	CONS	TRUCTOR (UNDE	RPINNING AND	08/01/2012	2 \$39.20	\$9.80	\$17.67	\$0.00	\$66.67
CK) E driver local :	56 (ZONE	: D		08/01/2013	\$40.70	\$9.80	\$17.67	\$0.00	\$68.17
	,			08/01/2014	\$42.20	\$9.80	\$17.67	\$0.00	\$69.67
				08/01/201:	\$43.70	\$9.80	\$17.67	\$0.00	\$71.17
E DRIVER			TO THE THE THE TO THE TO THE THE THE STANDAY BETT THE THE THE THE THE THE THE THE THE	08/01/2012	2 \$39.20	\$9.80	\$17.67	\$0.00	\$66.67
E DRIVER LOCAL :	56 (ZONE	(1)		08/01/2013	\$40.70	\$9.80	\$17.67	\$0.00	\$68.17
				08/01/2014	\$42.20	\$9.80	\$17.67	\$0.00	\$69.67
				08/01/2013	5 \$43.70	\$9.80	\$17.67	\$0.00	\$71.17

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Total Rate

Step	ve Date - 08/01/2012 percent	Apprentice Base Wage	Health	Pension	Supplemental Unconployment	Total Rate
1	50	\$19.60	\$9.80	\$17.67	\$0.00	\$47.07
2	60	\$23.52	\$9.80	\$17.67	\$0.00	\$50.99
3	70	\$27,44	\$9.80	\$17.67	\$0.00	\$54,91
4	75	\$29.40	\$9.80	\$17.67	\$0.00	\$56.87
5	80	\$31.36	\$9.80	\$17.67	\$0.00	\$58.83
6	80	\$31,36	\$9.80	\$17.67	\$0,00	\$58.83
7	90	\$35.28	\$9.80	\$17.67	\$0.00	\$62,75
8	90	\$35.28	\$9.80	\$17.67	\$0.00	\$62.75
Effecti	ve Date - 08/01/2013				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$20,35	\$9.80	\$17.67	\$0.00	\$47.82
2	60	\$24.42	\$9.80	\$17.67	\$0.00	\$51.89
3	70	\$28.49	\$9.80	\$17.67	\$0.00	\$55.96
4	75	\$30.53	\$9.80	\$17.67	\$0.00	\$58.00
5	80	\$32.56	\$9.80	\$17.67	\$0.00	\$60.03
6	80	\$32.56	\$9.80	\$17.67	\$0.00	\$60.03
7	90	\$36.63	\$9.80	\$17.67	\$0.00	\$64.10
8	90	\$36.63	\$9.80	\$17.67	\$0.00	\$64.10
Notes:	as sidatnahi attintatio matalatic statalatic atalatica italiani italiani	ADDRESSOR WITHOUT EVERYOOD ENGINEER WITHOUT WITH WITHOUT WITHOUT WITHOUT WITHOUT WITHOUT WITHOUT WITHOUT WITHOUT WITHOUT WITHO	myrecon semanus e santilu	فتنشن فلخشمه محددهم	sk etthelionis situariine (ikibuteta ener	The second second
4						nge beginning
1		ACCOUNT ACCOUNT CONTRACT CONTRACT ACCOUNTS ACCOUNTS ACCOUNTS	materials universals deleterals	andrews waters		reference received were server

Ampropries	PIPEFITTER .	Local 537

Effect	ive Date - 03/01/2013				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40	\$19.74	\$8.75	\$6.50	\$0.00	\$34.99	
2	45	\$22.20	\$8.75	\$14.39	\$0.00	\$45.34	
3	60	\$29.60	\$8.75	\$14.39	\$0.00	\$52.74	
4	70	\$34.54	\$8.75	\$14.39	\$0.00	\$57.68	
5	80	\$39.47	\$8.75	\$14.39	\$0.00	\$62.61	

Notes:

PIPEFITTERS LOCAL 537

\*\* 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.

Refrig/AC Mechanic \*\*1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio: \*\*

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
LABORERS - ZONE I	12/01/2013	\$34.05	<b>\$7</b> .10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	<b>\$7</b> .10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	<b>\$0</b> .00	\$55.85
	12/01/2015	\$37.05	<b>\$7</b> .10	\$12,45	\$0.00	\$56.60
	06/01/2016	\$37.80	<b>\$7.1</b> 0	\$12.45	\$0.00	\$57.35
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12	03/01/2013	\$49.31	\$9,32	\$13.29	\$0.00	\$71.92

Step	rentice - PLUMBER/G ctive Date - 03/01/201 percent	3 Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	35	\$17.26	\$9.32	\$4.97	\$0.00	\$31.55	
2	40	\$19.72	\$9.32	\$5.61	\$0,00	\$34,65	
3	55	\$27.12	\$9.32	\$7.53	\$0.00	\$43.97	
4	65	\$32.05	\$9.32	\$8,81	\$0.00	\$50.18	
5	75	\$36.98	\$9.32	\$10.09	\$0.00	\$56,39	
Note	ikand langung (bangga) kanggad kanggad kanggad $\mathbf{S}_{+}^{*}$	n mimate instance Acceptable shirt-blue Kantahad Shinhich 634200 Rottohio (977-777)	. denoted absolute strength or	and the second	найтый менине <b>н</b> ерн <b>ин</b> чу	Andrew television television which is	
Ann		4; 5:19/Steps are 1 yr Step5 with lic\$59.49	annum summin annum en	contract allymmetable definitions.	and the second second second	contra waxaanaa accamaan	
EUMATIC CONT		03/01/201	3 \$49.34	\$8,75	\$14.39	\$0.00	\$72.48
EFITTERS LOCAL 537  For apprentice rates se	e "Apprentice-PIPEFITTER"	or "PLUMBER/PIPEFITTER"					
	/TOOL OPERATOR	06/01/201	3 \$33,30	\$7.10	\$12.45	\$0.00	\$52.85
ORERS - ZONE I		12/01/201	.3 \$34.05	\$7.10	\$12.45	\$0.00	\$53.6
		06/01/201	4 \$34.80	<b>\$7.</b> 10	\$12.45	\$0.00	\$54.3
		12/01/201	4 \$35,55	\$7.10	\$12.45	\$0.00	\$55.1
		06/01/201	\$36.30	\$7.10	\$12.45	\$0.00	\$55.8
		12/01/201	\$37.05	\$7.10	\$12.45	\$0.00	\$56.6
		06/01/201	6 \$37.80	\$7.10	\$12.45	\$0.00	\$57.3
		12/01/201	\$38.80	\$7.10	\$12.45	\$0.00	\$58.3
					d officient states at the state of the state	ust subland had Pilla IS laubbil	Mahiiiilalaii II k
	e "Apprentice- LABORER"					£0.00	\$53.6
WDERMAN & BI		06/01/201	3 \$34.05	\$7.10	\$12.45	\$0.00	
WDERMAN & BI		06/01/201 12/01/201		-	\$12.45 \$12.45	\$0.00	\$54.3
VDERMAN & BI			3 \$34.80	\$7.10			•
VDERMAN & BI		12/01/201	\$34.80 4 \$35.55	\$7.10 \$7.10	\$12.45	\$0.00	\$55.1
VDERMAN & BI		12/01/201 06/01/201	\$34.80 4 \$35.55 4 \$36.30	\$7.10 \$7.10 \$7.10	\$12.45 \$12.45	\$0.00 \$0.00	\$55.1 \$55.8
WDERMAN & BI		12/01/201 06/01/201 12/01/201	\$34.80 4 \$35.55 4 \$36.30 15 \$37.05	\$7.10 \$7.10 \$7.10 \$7.10	\$12.45 \$12.45 \$12.45	\$0.00 \$0.00 \$0.00	\$55.1 \$55.8 \$56.6
For apprentice rates se WDERMAN & BI BORERS - ZONE I		12/01/201 06/01/201 12/01/201 06/01/201	\$34.80 \$4 \$35.55 \$4 \$36.30 \$5 \$37.05 \$37.80	\$7.10 \$7.10 \$7.10 \$7.10 \$7.10	\$12.45 \$12.45 \$12.45 \$12.45	\$0.00 \$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.10

1ssue Date: 06/14/2013 Wage Request Number: 20130614-029 Page 27 of 34

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
OPERATING ENGINEERS LOCAL 4	12/01/2013	\$41.12	<b>\$10.0</b> 0	\$13.55	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE)	06/01/2013	\$40.34	<b>\$</b> 10. <b>0</b> 0	\$13.55	\$0.00	\$63.89
OPERATING ENGINEERS LOCAL 4	12/01/2013	\$41.12	\$10. <b>0</b> 0	\$13.55	\$0.00	\$64.67
For apprentice rates see "Apprentice-OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2013	\$28.19	\$10. <b>0</b> 0	\$13.55	\$0.00	\$51.74
OPERATING ENGINEERS LOCAL 4	12/01/2013	\$28.74	\$10. <b>0</b> 0	\$13.55	\$0.00	\$52,29
For apprentice rates see "Apprentice-OPERATING ENGINEERS"		** =** *				•
READY-MIX CONCRETE DRIVER	05/01/2011	\$31.21	\$7.25	\$6,19	\$0,00	\$44.65
EAMSTERS LOCAL 25c		7	*******			•
RECLAIMERS	06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
PERATING ENGINEERS LOCAL 4	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.2 <b>9</b>
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12,01/2013	Q 10/73	Ψ10,00	+ 20.00	<b>\$</b>	WO THE
RESIDENTIAL WOOD FRAME (All Other Work)	04/01/2011	\$24.24	\$8.67	\$15.51	\$0.00	\$48.42
ARPENTERS - ZONE 2 (Residential Wood)	0 1/01/2011	Ψ2 1.2 1	Ψ0.01	*		3 10.12
RESIDENTIAL WOOD FRAME CARPENTER **	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36.81
** The Residential Wood Frame Carpenter classification applies	00,02,2011	4201,201	40.0		*****	424.61
only to the construction of new, wood frame residences that do						
not exceed four stories including the basement CARPENTERS - ZONE						
? (Residential Wood) As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projection.	cts shall be paid the RES	IDENTIAL WO	OD FRAME (	CARPENTER	rate.	
RIDE-ON MOTORIZED BUGGY OPERATOR	06/01/2013	\$33.30	\$7.10	\$12,45	\$0.00	\$52.85
ABORERS - ZONE 1	12/01/2013	\$34,05	\$7.10	\$12.45	\$0,00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
					\$0.00	
	12/01/2014	\$35.55	\$7.10	\$12.45		\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"	and the state of t			notinemetraneonessas rimensassas a nese	nenocromomomomodellitika oscrolina oscrelaajdeskirosaalan	frontstoring alog og odda aptrofoldeleggelandsk
COLLER/SPREADER/MULCHING MACHINE	06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
PERATING ENGINEERS LOCAL 4	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29
For apprentice rates see "Apprentice-OPERATINO ENGINEERS"						
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) ROOFERS LOCAL 33	02/01/2013	\$37.41	\$10.50	\$10.70	\$0.00	\$58.61

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Notes:

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	A nare:	ntice - ROOFER - Local 33						
		ve Date - 02/01/2013				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$18.71	\$10.50	\$3.38	\$0.00	\$32.59	
	2	60	\$22.45	\$10.50	\$10.70	\$0.00	\$43.65	
	3	65	\$24.32	\$10.50	\$10.70	\$0.00	\$45.52	
	4	75	\$28.06	\$10.50	\$10.70	\$0.00	\$49.26	
	5	85	\$31.80	\$10.50	\$10.70	\$0.00	\$53.00	
	Notes:	** 1:5, 2:6-10, the 1:10; Reroofit Step 1 is 2000 hrs.; Steps 2-5 are	e 1000 hrs.	province appropriate electronic di	MANAGE VARIANCE ACCESSOR	ENCORENT VINETTON, VANDONING PA.	AND	
	Appre	ntice to Journeyworker Ratio:**	Medical Manageria Manageria (program embando )	marana malantuk uterilikin (C)	SOCIET ALVANON LINGUIS V	INSCRIPTION PROPERTY SAME	ores anomenes estratuta summine.	
OOFER SLA POFERS LOCAL		E/PRECAST CONCRETE	02/01/201	\$37.66	\$10.50	\$10.70	\$0.00	\$58.86
		'Apprentice- ROOFER"						
IEETMETA	L WORK	imes	02/01/201.	3 \$42.32	\$9.82	\$18.24	\$2.11	\$72.49
HEETMETA	L WORK DRKERS LO Appre	KER OCAL 17 - A			\$9.82 Pension	\$18.24  Supplemental Unemployment	\$2.11  Total Rate	\$72.49
IEETMETA	L WORK  ORKERS LO  Appre  Effecti	KER  OCAL 17 - A  Intice - SHEET METAL WORKE  ive Date - 02/01/2013	ER - Local 17-A			Supplemental		\$72.49
HEETMETA	L WORK  ORKERS LO  Appre  Effecti  Step	KER  OCAL 17 - A  ntice - SHEET METAL WORKE  ive Date - 02/01/2013  percent	ER - Local 17-A Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	\$72.49
HEETMETA	Appre Effects	KER OCAL 17-A  Intice - SHEET METAL WORKE ive Date - 02/01/2013 percent 40	ER - Local 17-A  Apprentice Base Wage \$16.93	Health \$9.82	Pension \$4.00	Supplemental Unemployment \$0.00	Total Rate \$30.75	\$72.49
HEETMETA	Appre Effects Step 1	MER OCAL 17-A  Intice - SHEET METAL WORKE ive Date - 02/01/2013 percent  40 40	ER - Local 17-A  Apprentice Base Wage \$16.93 \$16.93	Health \$9.82 \$9.82	Pension \$4.00 \$4.00	Supplemental Unemployment \$0.00 \$0.00	Total Rate \$30.75 \$30.75	\$72.49
For apprentice HEETMETAL HEETMETAL WO	Appre Effecti Step 1 2 3	KER OCAL 17-A  ntice - SHEET METAL WORKE ive Date - 02/01/2013 percent 40 40 45	ER - Local 17-A  Apprentice Base Wage \$16.93 \$16.93 \$19.04	Health \$9.82 \$9.82 \$9.82	Pension \$4.00 \$4.00 \$8.00	Supplemental Unemployment \$0.00 \$0.00 \$1.11	Total Rate \$30.75 \$30.75 \$37.97	\$72.49

Steps are 6 mos.						
Apprentice to Journeyworker Ratio:1:4	Acceptable Assessment concerns with thirt	Millionian emphilimate security	April American	manus unimpraer and timit	simmentary constituted. S therefore	THE PERSON NAMED IN THE PE
SIGN ERECTOR PAINTERS LOCAL 35 - ZONE 2	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93

\$25.39

\$27.51

\$31.74

\$35.97

\$9.82

\$9.82

\$9.82

\$9.82

\$10.24

\$10.99

\$12.49

\$13.49

\$1.36

\$1.45

\$1.62

\$1.78

\$46.81

\$49.77

\$55.67

\$61.06

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Total Rate

	Effecti Step	ve Date ~ 06/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98	
	2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23,72	
	3	60	\$15.49	\$7.07	\$2,45	\$0.00	\$25,01	
	4	65	\$16.78	\$7.07	<b>\$2</b> .45	\$0.00	\$26.30	
	5	70	<b>\$</b> 18.07	\$7.07	\$7.05	\$0.00	\$32.19	
	6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48	
	7	80	\$20,65	\$7.07	\$7.05	\$0.00	\$34.77	
	8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06	
	9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35	
	Notes	Steps are 4 mos.	CLUMB ENSTRY STATEM STREET WANTE STREET.	discrete stationing communities	energies children	COMMENTS CENTRAL MATCHA CA	লাক্ষ্য থানানাল কে ক্ষম কান্যসূত্	
	Appro	entice to Journeyworker Ratio:1:1	MANAGAG WOODSTON STONESSEN ONONYMAN HORISHIMA AMARAGAN I	CALLER THEORY STREET	property of the control of the contr	AND AND THE PROPERTY OF THE PROPERTY AND THE PROPERTY OF THE P	MANAGE TO COMPOSE TO STATE OF THE STATE OF T	
		H MOVING EQUIP < 35 TONS IL NO. 10 ZONE A	12/01/201:	2 \$31.84	\$8.91	\$8.00	\$0,00	\$48,75
		H MOVING EQUIP > 35 TONS VII. NO. 10 ZONE A	12/01/201	2 \$32.13	\$8.91	\$8,00	\$0.00	\$49.04
PRINKLER I		L 550 - (Section A)	03/01/201	3 \$52.58	\$8,42	\$12.60	\$0.00	\$73.60

	Step	ve Date - 03/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	ate
	1	35	\$18.40	\$8,42	\$8.00	\$0,00	\$34.	82
	2	40	\$21.03	\$8.42	\$8.00	\$0.00	\$37.	45
	3	45	\$23.66	\$8.42	\$8.00	\$0.00	\$40.	08
	4	50	\$26.29	\$8.42	\$8,00	\$0.00	\$42.	71
	5	55	\$28.92	\$8.42	\$8.00	\$0.00	\$45.	34
	6	60	\$31.55	\$8.42	\$8.00	\$0.00	\$47.	97
	7	65	\$34.18	\$8.42	\$8.00	\$0.00	\$50.	60
	8	70	\$36.81	\$8.42	\$8.00	\$0.00	\$53.	23
	9	75	\$39.44	\$8.42	\$8.00	\$0.00	\$55.	86
	10	80	\$42.06	\$8.42	\$8.00	\$0.00	\$58.	48
	Notes:	Steps are 850 hours	and district sections. September delicated district district district.	wydardy dyddiair Allessian	actionidencies a visibilitativitée. He historie l'en-	entre de la company de la comp	Equipment Experience subsidiarity and	alega and a second a second and
	Appre	ntice to Journeyworker Ratio	$1{:}1$	proper ample and annual to	CONTRACTOR OF STREET	andre lander enteres es	ngangaya magangayar ngalankasak shakad	in.
EAM BOILE			06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
RATING ENGL	NEERS LC	PCAL 4	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.74	<b>\$</b> 10. <b>0</b> 0	\$13.55	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN	03/01/2013	\$32.64	\$13.00	\$12.51	\$0.00	\$58.15
ELECTRICIANS LOCAL 103	09/01/2013	\$33.15	\$13.00	\$12.52	\$0.00	\$58.67
	03/01/2014	\$33.69	\$13.00	\$12.54	\$0.00	\$59.23
	09/01/2014	\$34.20	\$13.00	\$12.56	\$0.00	\$59.76
	03/01/2015	\$34.74	\$13,00	\$12.57	\$0.00	\$60.31
	09/01/2015	\$35.45	\$13.00	\$12.59	\$0.00	\$61.04
	03/01/2016	\$36.17	\$13.00	\$12.62	\$0.00	\$61.79

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effect Step	ive Date percent	03/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40			\$13.00	\$0.39		
2	40		\$13.06			\$0.00	\$26,45
			\$13.06	\$13.00	\$0.39	\$0.00	\$26.45
3	45		\$14.69	\$13.00	\$10.77	\$0.00	\$38.46
4	45		\$14.69	\$13.00	<b>\$</b> 10. <b>77</b>	\$0.00	\$38.46
5	50		\$16.32	\$13.00	\$11.02	\$0.00	\$40.34
6	55		\$17.95	\$13.00	\$11.27	\$0.00	\$42.22
7	<b>6</b> 0		\$19.58	\$13.00	\$11.52	\$0.00	\$44.10
8	65		\$21.22	\$13.00	\$11.77	\$0.00	\$45.99
9	<b>7</b> 0		\$22.85	\$13.00	\$12.02	\$0.00	\$47.87
10	75		\$24.48	\$13.00	\$12.26	\$0.00	\$49.74
iffeet	ivc Date -	09/01/2013				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$13.26	\$13.00	\$0.40	\$0.00	\$26.66
2	40		\$13.26	\$13.00	\$0.40	\$0.00	\$26.66
3	45		\$14.92	\$13.00	\$9.79	\$0.00	\$37.71
4	45		\$14.92	\$13.00	\$9.79	\$0.00	\$37.71
5	50		\$16.58	\$13.00	\$10.04	\$0.00	\$39.62
6	55		\$18.23	\$13.00	\$10.29	\$0.00	\$41.52
7	60		\$19.89	\$13.00	\$10.54	\$0.00	\$43.43
8	65		\$21.55	\$13.00	\$10.79	\$0.00	\$45.34
9	70		\$23,21	\$13.00	\$11.04	\$0.00	\$47.25
10	75		\$24.86	\$13.00	\$11.29	\$0.00	\$49.15
Notes:	cade whilehold betilioned a	ण्यात्रकार्याः व्यवस्थात्रकाः स्थानकार्याः क्ष्मानकार्यः क्ष्मानकार्यः	Statistical Statestical statestical importants Statestimal importance implications	secularia estimati mala	end sometime qualific straining	to appropriate particularly thanks by the securiors	s amounting fillements breatment
							The statement

Apprentice to Journeyworker Ratio:1:1

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO FINISHERS	02/01/2013	\$46.35	\$10.18	\$17.83	\$0.00	\$74.36
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2013	\$47.25	\$10.18	\$17.90	\$0.00	\$75.33
	02/01/2014	\$47.81	\$10.18	\$17.90	\$0.00	\$75.89
	08/01/2014	\$48.71	\$10.18	\$17.97	\$0.00	\$76.86
	02/01/2015	\$49.27	\$10.18	\$17.97	\$0.00	\$77.42
	08/01/2015	\$50.17	\$10.18	\$18.04	\$0.00	\$78.39
	02/01/2016	\$50.74	\$10.18	\$18.04	\$0.00	\$78.96
	08/01/2016	\$51.64	\$10.18	\$18.12	\$0.00	\$79.94
	02/01/2017	\$52.21	\$10,18	\$18.12	\$0.00	\$80.51

		HER - Local 3 Marble & Tile					
Effect Step	ive Date - 02/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$23.18	\$10.18	\$17.83	\$0.00	\$51.19	
2	60	\$27.81	\$10.18	\$17,83	\$0.00	\$55,82	
3	<b>7</b> 0	\$32.45	\$10.18	\$17.83	\$0.00	\$60.46	
4	80	\$37.08		\$17.83	\$0.00	\$65.09	
5	90	\$41.72	\$10.18	\$17.83	\$0.00	\$69,73	
	ive Date - 08/01/2013				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$23.63	\$10,18	\$17.90	\$0.00	\$51.71	
2	60	\$28,35	\$10.18	\$17.90	\$0.00	\$56.43	
3	70	\$33.08	\$10.18	<b>\$17</b> .90	\$0.00	\$61.16	
4	80	\$37.80	\$10.18	\$17.90	\$0.00	\$65.88	
5	90	\$42.53	\$10.18	<b>\$17</b> .90	\$0.00	\$70.61	
Notes	dala kalmundu. Abilisidak dalapahnas interheter ahamilapi kalmuntu. •	PRIMARY AMARKA AMARKA MININGS AMERICA AMERICA TOTALIS EFF-TOFF	ennannes standeren sommerve	is during species of the species of	aminophiland and and have the second	concentrate specializations becomes the electricity of the electricity	
Appro	entice to Journeyworker Ra		edestror delibbler es <b>mente</b> e	and the second	nainotono monagan monagan ma	T. T	
ORING DRIL		06/01/2013	3 \$34.45	\$7.10	\$12.60	\$0,00	\$54.1:
S - FOUNDATION	N AND MARINE	12/01/2013	3 \$35,20	\$7.10	\$12.60	\$0.00	\$54.9
		06/01/2014	\$35.95	\$7.10	\$12.60	\$0.00	\$55.6
		12/01/201	\$36.70	\$7.10	\$12.60	\$0.00	\$56.4
		06/01/201:	\$37.45	\$7.10	\$12.60	\$0.00	\$57.1:
		12/01/201:	\$38.20	\$7.10	\$12.60	\$0.00	\$57.9
		06/01/2016	\$38.95	\$7.10	\$12.60	\$0.00	\$58.65
		12/01/2016	5 \$39.95	\$7.10	<b>\$</b> 12.60	\$0.00	\$59.65

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER HELPER	06/01/2013	\$33.17	<b>\$7</b> .10	\$12,60	\$0.00	\$52.87
ABORERS - FOUNDATION AND MARINE	12/01/2013	\$33.92	\$7.10	\$12.60	\$0.00	\$53.62
	06/01/2014	\$34.67	\$7.10	\$12.60	\$0.00	\$54.37
	12/01/2014	\$35.42	<b>\$7.</b> 10	\$12.60	\$0.00	\$55.12
	06/01/2015	\$36.17	<b>\$7</b> .10	\$12.60	\$0.00	\$55.87
	12/01/2015	\$36.92	\$7.10	\$12.60	\$0.00	\$56.62
	06/01/2016	\$37.67	<b>\$7</b> .10	\$12.60	\$0.00	\$57.37
	12/01/2016	\$38.67	\$7.10	\$12.60	\$0.00	\$58.37
For apprentice rates see "Apprentice- LABORER"						
EST BORING LABORER aborers - foundation and marine	06/01/2013	\$33.05	\$7.10	\$12.60	\$0.00	\$52.75
ABOKERS - FOUNDATION AND MARKINE	12/01/2013	\$33.80	\$7.10	\$12.60	\$0.00	\$53.50
	06/01/2014	\$34.55	\$7.10	\$12.60	\$0.00	\$54.25
	12/01/2014	\$35.30	\$7.10	\$12.60	\$0.00	\$55.00
	06/01/2015	\$36.05	\$7.10	\$12.60	\$0.00	\$55.75
	12/01/2015	\$36.80	\$7.10	\$12.60	\$0.00	\$56.50
	06/01/2016	\$37.55	\$7.10	\$12.60	\$0.00	\$57.25
	12/01/2016	\$38.55	\$7.10	\$12.60	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
RACTORS/PORTABLE STEAM GENERATORS	06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
PERATING ENGINEERS LOCAL 4	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						4
RAILERS FOR EARTH MOVING EQUIPMENT  EAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2012	\$32.42	\$9.07	\$8.00	\$0.00	\$49.49
UNNEL WORK - COMPRESSED AIR	06/01/2013	\$45.33	\$7.10	\$13.00	\$0.00	\$65.43
ABORERS (COMPRESSED AIR)	12/01/2013	\$46.08	\$7.10	\$13.00	\$0.00	\$66.18
	06/01/2014	\$46.83	\$7.10	\$13.00	\$0.00	\$66.93
	12/01/2014	\$47.58	\$7.10	\$13.00	\$0.00	\$67.68
	06/01/2015	\$48.33	\$7.10	\$13.00	\$0.00	\$68.43
	12/01/2015	\$49.08	\$7.10	\$13.00	\$0.00	\$69.18
	06/01/2016	\$49.83	\$7.10	\$13.00	\$0.00	\$69.93
	12/01/2016	\$50.83	\$7.10	\$13.00	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
UNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	06/01/2013	\$47.33	\$7.10	\$13.00	\$0.00	\$67.43
ABORERS (COMPRESSED AIR)	12/01/2013	\$48.08	\$7.10	\$13.00	\$0.00	\$68.18
	06/01/2014	\$48.83	\$7.10	<b>\$</b> 13.00	\$0.00	\$68.93
	12/01/2014	<b>\$</b> 49.58	\$7.10	\$13.00	\$0.00	\$69.68
	06/01/2015	\$50,33	<b>\$7.10</b>	\$13.00	\$0.00	\$70.43
	12/01/2015	\$51.08	\$7.10	\$13.00	\$0.00	<b>\$</b> 71.18
	06/01/2016	\$51.83	\$7.10	\$13.00	\$0.00	\$71.93
	12/01/2016	\$52.83	\$7.10	\$13.00	\$0.00	\$72.93
For apprentice rates see "Apprentice-LABORER"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
I'UNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	06/01/2013	\$37.40	\$7.10	\$13.00	\$0.00	\$57.50
ADOMENS (FREE AIR TOWNEL)	12/01/2013	\$38.15	\$7.10	\$13.00	\$0.00	\$58.25
	06/01/2014	\$38.90	\$7.10	\$13.00	\$0.00	\$59.00
	12/01/2014	\$39.65	\$7.10	\$13.00	\$0.00	\$59.75
	06/01/2015	\$40.40	\$7.10	\$13.00	\$0.00	\$60.50
	12/01/2015	\$41.15	\$7.10	\$13.00	\$0.00	\$61.25
	06/01/2016	\$41.90	\$7.10	\$13.00	\$0.00	\$62.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$42.90	\$7.10	\$13.00	\$0.00	\$63.00
UNNEL WORK - FREE AIR (HAZ, WASTE)	06/01/2013	\$39.40	\$7.10	\$13.00	\$0.00	\$59.50
ABORERS (FREE AIR TUNNEL)	12/01/2013	\$40.15	\$7.10	\$13.00	\$0.00	\$60.25
	06/01/2014	\$40.90	\$7.10	\$13.00	\$0.00	\$61.00
	12/01/2014	\$41.65	\$7.10	\$13.00	\$0.00	\$61.75
	06/01/2015	\$42.40	\$7.10	\$13.00	\$0.00	\$62.50
	12/01/2015	\$43.15	\$7.10	\$13.00	\$0.00	\$63.25
•	06/01/2016	\$43.90	\$7.10	\$13.00	\$0.00	\$64.00
	12/01/2016	\$44.90	\$7.10	\$13.00	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"			,		In-re-	
AC-HAUL EAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2012	\$31.84	\$8.91	\$8.00	\$0.00	\$48.75
VAGON DRILL OPERATOR	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
ABORERS - ZONE I	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.0 <b>0</b>	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
VASTE WATER PUMP OPERATOR	06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
PERATING ENGINEERS LOCAL 4	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
For apprentice rates see "Apprentice-OPERATING ENGINEERS"		4.114	4.0100		40.00	ΨΟΤΙΟΙ
VATER METER INSTALLER LUMBERS & GASFITIERS LOCAL 12	03/01/2013	\$49.31	\$9.32	\$13.29	\$0.00	\$71.92

#### Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours) unless otherwise specified,

- \* Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof.
- \*\* Multiple ratios are listed in the comment field.
- \*\*\* APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
- \*\*\*\* APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

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